

**Maryland Department of Human Services
Master Training List
Plan for 2020-2024**

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
Pre-Service Instruction Modules¹					
Pre-Service Module	<p>Module 1: Foundations of Practice Module 1 introduces participants to child welfare history, the legal context for child welfare, values and principles, and an overview of the Maryland DHS structure and its relationship to the Local Departments of Social Services (LDSS). Participants are given an introduction to relevant Code of Maryland Regulations (COMAR) that will be revisited in later modules. Lastly, the participants will examine culturally competent practice that includes opportunities to enhance self-exploration as well as how to be culturally sensitive in everyday practice.</p> <p>Title IV-E Activity: Placement of the child, case management, supervision, social work practice and permanency planning</p>	16.5 hours, including 5.5 hours MD CHESSIE	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	All New Child Welfare Caseworkers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Pre-Service Module	<p>Module 2: Indicators and Dynamics of Abuse and Neglect and Three Contributing Factors In Module 2, participants learn the definitions of child abuse and neglect as well as the</p>	11 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

¹ Pre-service is a 6 week training course developed to provide knowledge, understanding, and opportunities to practice skills that are vital to the success of child welfare professionals. Child welfare professionals hired by the Maryland Department of Human Services (DHS) learn about the history of child abuse, federal and state regulations, engagement skills, culturally competent and family-centered practice, as well as the judicial framework of child welfare. They are expected to develop and expand techniques of interviewing, engaging clients, as well as completing formal and informal assessments. The course is blended and includes classroom as well as online assignments. In addition, participants attend training on the Maryland automated child welfare case management system called MD CHESSIE which takes place on the final day of each module except for Module 2 and Module 6. Several modules include pre-requisite assignments which may include reading, watching videos, quizzes and/or other activities. These assignments are to be completed on the online day of that module.

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	<p>dynamics and indicators of maltreatment within a family. This module reviews three contributing factors to maltreatment: mental health issues, domestic violence, and substance use/abuse. Participants explore ways to engage and work with families who are struggling with these factors as well as how to continuously assess for safety.</p> <p>Title IV-E Activity: 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>				
Pre-Service Module	<p>Module 3: Engaging Children and Families During this module, participants learn how to engage and conduct interviews with families. Participants are provided various opportunities to practice utilizing different types of questions and strategies based on the situation. Additionally, participants learn about the process of change and how to motivate families to improve service plan outcomes.</p> <p>Title IV-E Activity: Case management, supervision, social work practice, communication skills required to work with children and families</p>	16.5 hours, including 5.5 hours MD CHESSIE	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Pre-Service Module	<p>Module 4: Family Centered Assessments This module is teaches a framework to assess for safety and risk. Trainees complete several different types of assessment tools such as the SAFE-C and MRFA using MD CHESSIE application. They will continue to learn about and apply the techniques such as interviewing, observation, and compiling</p>	16.5 hours, including 11 hours MD CHESSIE	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

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	<p>information to have the clearest picture of family safety and functioning. Worker safety is also discussed in this module, reviewing techniques and tips to be safe while working with families who can sometimes be hostile.</p> <p>Title IV-E Activity: Case management, supervision, social work practice, communication skills required to work with children and families, referral to services, assessments to determine whether a situation requires a child's removal</p>				
Pre-Service Module	<p>Module 5: Planning with the Family The information presented within this module examines how families deal with loss and grieving and provides an overview of how to plan <u>with</u> families in an engaged partnership. Participants have the opportunity to learn about Family Involvement Meetings as part of the planning process and participate in a mock FIM. Trainees discuss the different aspects of the planning process and develop a plan with a fictional family including identification of underlying needs and conditions, effective goals and objectives as well as services, tasks, and timeframes. Also covered in this module is effective documentation and closing a case/terminating a relationship with a family.</p> <p>Title IV-E Activity: Child welfare practice to preserve, strengthen and reunify families</p>	22 hours including 5.5 hours MD CHESSIE	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Pre-Service Module	<p>Module 6: Working Effectively with the Court This module introduces the participants to the role of the court in child welfare cases, the types of juvenile court interventions and hearings, the role of agency counsel, child's</p>	16.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

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	<p>attorney, parents' attorney, CASA, and master/judge in the legal process. The provisions of Federal legislation, particularly the Adoption and Safe Families Act of 1997 are addressed in detail, focusing on timelines for permanency. Participants learn the types of permanency plans and the role of the court in achieving permanency. Participants learn the role of the child welfare worker as a witness in court proceedings and have an opportunity to be videotaped while testifying as a "witness" in a mock child welfare case. Following group review of the testimony, they are given structured feedback by the instructor and fellow participants.</p> <p>Title IV-E Activity: Judicial proceedings</p>				
Foundation Track Series²					
Foundation Track	<p>Assessing and Planning for Risk and Safety This specially designed two-day course will focus on helping participants look at levels of risk and child safety and give a framework so that that they will assess conditions similarly and make decisions while taking into account experience, education, and bias. Participants will be given the opportunity to use strategies to distinguish Safety and Risk factors. The training will be interactive with practice exercises and will include references to current relevant policies and procedures.</p>	11 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

² Following pre-service completion, workers are automatically enrolled in a series of courses that are designed to build on the knowledge and skills gleaned through pre-service, with a more intensive focus on key practice areas. As a prerequisite, ALL new workers are required to complete the two-day Assessing and Planning for Risk and Safety course, and are then enrolled in one of three tracks based on service area including: Introduction to Child Protection Services, Introduction to Placement & Permanency, and Introduction to Family Preservation Services. Workers are expected to complete the mandatory courses in the series within two years of pre-service completion. Workshops are offered continuously throughout the year.

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	Title IV-E Activity: Social work practice; assessments to determine if removal is necessary				
Foundation Track	Introduction to CPS Responses This two-day training will provide an overview of both the Alternative Response and Investigative Response tracks. The training will reinforce the philosophy of Family Centered Practice with focus on the skills needed and procedures required for successful delivery of an Alternative Response with families. It will also provide basic information on enhancing the skills of the CPS worker to conduct a family center investigation and on the process of collecting and analyzing information to make a CPS finding. Ethics and values related to child welfare, identification of child maltreatment, dynamics of child maltreatment, and the role of authority inherent in the child protective services position are also addressed in this workshop. Knowledge and skill development areas will include: engagement and communication, assessment, cultural competence, partnering, advocacy and community collaboration.	11 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors	State General Funds
Foundation Track	Introduction to Placement & Permanency³ This three-day (2 day clinical and 1 day of MD CHESSIE application) course addresses basic clinical knowledge and skills needed for professional work in foster care and kinship care services. The trainee will learn to integrate the principles of concurrent permanency planning into their foster care practice. The training focuses on early assessment of kinship family placement	16.5 hours including 5.5 hours MD CHESSIE	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

³ Denotes Chafee Foster Care Independence Related Activity.

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	<p>resources and the use of an outcome based model as well as explores the significance of support of extended family to the kinship triad. UM, SSW Training Program is authorized to sponsor social work continuing professional education credits by the Maryland State Board of Social Work Examiners.</p> <p>Title IV-E Activity: Social work practice, case planning and permanency planning services</p>				
Foundation Track	<p>Introduction to Family Preservation Services (<i>formerly Introduction Consolidated Services</i>)</p> <p>This 1 ½ day course (1 day clinical and ½ day of MD CHESSIE application) addresses the basic clinical knowledge needed for working with families who are experiencing significant parenting and child behavioral problems, issues within family relationships, as well as families in which there has been abuse or neglect or significant risk of such. Techniques for obtaining family “buy-in” when services are considered as “voluntary”, yet the need for intervention exists, and criteria for determining case closure will also be addressed.</p>	11 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors	State General Funds
Foundation Track	<p>Enhancing Your Credibility in Court</p> <p>Many child welfare workers feel that they do not receive the respect they deserve when they appear in court. Others feel intimidated by the process of testifying. This one day training is designed to assist the new worker with enhancing his or her professional image and performance in court. Topics will include: preparing for a successful outcome in court, presenting a professional image,</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

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	<p>testifying as an expert witness, and maintaining composure and keeping pace with the adversarial attorney through effective testimony under cross-examination.</p> <p>Title IV-E Activity: Preparation for judicial determinations</p>				
Foundation Track	<p>A Journey to Remember: A Caseworker's Role on the Road to Recovery</p> <p>This training will help workers understand the individual and family dynamics, theories, treatment modalities and helpful engagement approaches for clients struggling with substance abuse and/or mental health disorders. Workers will have a better understanding of how these two dynamics can be intertwined, and how co-morbidity may complicate the process of recovery. Through discussion and activities, workers will be equipped to weave together their roles as motivator/supporter with their protective authority to foster better relationships and outcomes for clients.</p> <p>Title IV-E Activity: Communication skills, permanency planning, case management</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foundation Track	<p>Intimate Partner Violence: Dynamics, Assessment and Intervention</p> <p>The purpose of this training is to provide participants with a framework for addressing the issue of domestic violence within the context of a child welfare case. Specifically, participants will learn what constitutes domestic violence, and how children are affected by it as well as how to identify the three different types of batterers, and the appropriate interventions for each type. Legal</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

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	<p>remedies will be discussed including how to understand and work with the non-offending parent to enhance child safety as well as when it is appropriate to remove a child from a home due to the presence of domestic violence.</p> <p>Title IV-E Activity: Domestic Violence and development of the case plan</p>				
In-service Instruction Courses⁴					
CWA In-Service Courses	<p>American Indian/Indigenous Peoples Cultural Proficiency This half-day workshop will explore the past, present and future with a focus on bridging the gap between Native Americans and the rest of society. Compliance standards for the Indian Child Welfare Act (ICWA) of 1978 will be reviewed, including established protocol for the removal and out of home placement of Indian children in foster and adoptive homes, as well as the involvement of Tribes and Native American families in child welfare cases. Participants will be provided with a historical, legal and cultural perspective so that they can better support safety, permanency and well-being outcomes for Native American children and families.</p> <p>Title IV-E Activities: Cultural competency</p>	3 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Courses	<p>Basic LGBTQ Competency for Foster Care and Adoption Agencies This critical session equips child welfare</p>	5.5 hours	University of Maryland, School of Social Work	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

⁴ In-Service offerings change each quarter depending on the needs of employees. In-service trainings for staff are held either at the UM, SSW or in regionally at Local Social Service Offices. In-Service Courses are elective for child welfare staff.

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	<p>professionals with a comprehensive foundation of knowledge on lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ) individuals and their experiences with the child welfare system. Participants will learn key concepts and terminology related to sexual orientation, gender identity and expression (SOGIE). Participants will explore personal values, gain accurate information, develop a greater understanding and awareness, and identify concrete steps for advocating for and improving practice with LGBTQ youth and families.</p> <p>Title IV-E Activities: Cultural competency</p>		<p>(UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>		
CWA In-Service Courses	<p>Child Neglect: Child-Focused and Cross-Cultural Means of Assessment, Prevention, and Treatment</p> <p>This presentation will use a cross-cultural and child-focused framework for defining neglect, which will include appropriate assessment methods as well as identifying various strategies for the prevention of child neglect and the treatment of neglect victims. Attendees will walk away with an understanding of contributing factors to neglect as well as methods towards prevention and finding appropriate treatment.</p> <p>Title IV-E Activities: Assessing child neglect</p>	5.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Courses	<p>Choose Your Attitude: You Create the Experience for Human Service Professionals</p> <p>The way you think impacts you both professionally and personally. The experience of compassion fatigue is generally associated with a protracted period of stress along with negative thinking. This leaves you vulnerable to</p>	5.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child welfare Supervisors and Workers	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

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	<p>both burnout and compassion fatigue. The onset of burnout, a condition at the end of the stress continuum, is usually gradual and not always noticeable. We often mistake the symptoms of cumulative stress responses and burnout for our everyday reaction to stressors. Your ability to cope productively will decline as your cumulative stress responses increases, leading you to function at sub-optimal levels in all areas of life.</p> <p>Title IV-E Activities: Stress Management</p>				
CWA In-Service Courses	<p>Conducting Screening Assessments: Seeing Reporters as Resources When a call comes in to the hotline, it is Child Welfare's first opportunity to begin the assessment process and assist families to meet their unique and at times complex needs. This training is intended for all workers who are employed full time in a screening unit or who have regular or occasional responsibility for screening reports. The training will focus on building strength-based, family-centered interview skills to gather information to make the informed and balanced initial assessment required for accurate screening decisions.</p>	5.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child welfare Supervisors and Workers	State General Funds
CWA In-Service Courses	<p>Creating Teachable Moments⁵ This course will explore the importance of using teachable moments to impart intangible skills such as problem solving, planning, decision-making, time management, communication, and interpersonal relations, as well as tangible skills like cooking, budgeting, or how to get a summer job. Participants will learn strategies to use</p>	5.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child Welfare Caseworkers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

⁵ Denotes Chafee Foster Care Independence Related Activity

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	<p>these teachable moments in helping youth develop transition planning goals to move youth towards successful independence.</p> <p>Title IV-E Activity: Independent Living Skills, communication skills and development of the case plan</p>				
CWA In-Service Course	<p>Cultural and Linguistic Competence: Implications for Practice with “the Other (Formerly Cultural Competency)</p> <p>This full-day interactive session will examine child welfare practice within a cross-cultural context. The session will invite participants to explore the manner in which cultural identity, ethnicity, language spoken, faith community affiliation, sexual orientation and gender identity, and other types of cultural identities intersect positively and negatively with child welfare goals of safety, permanency, and well-being. Workers will develop practice strategies related to engagement, assessment, planning, monitoring, intervention and closure. The session will close by creating individualized plans for next steps.</p> <p>Title IV-E Activity: Cultural competency; development of the case plan; social worker practice principles</p>	5.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child Welfare Workers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Courses	<p>NASW Code of Ethics- Updates and Implications for Practice</p> <p>This workshop will discuss the revisions to the NASW Code of Ethics that took effect January 1, 2018. Participants will learn about the revisions to the NASW Code of Ethics and the rationale for the changes. Additionally, participants will gain an understanding of the implications of the revisions to child welfare practice.</p>	3 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child welfare Supervisors and Workers	State General Funds

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CWA In-Service Courses	<p>Eliminating Disparities & Promoting Equity in the Field of Social Work</p> <p>This interactive training will provide participants with knowledge of common disparities experienced by many individuals related to health, education, and access to services. Participants will also engage in discussion around systemic change needed to promote and sustain equity and participate in an exercise on implicit and explicit bias and how they can impact interactions with clients. Participants will also learn about the connection between disparities and trauma. Participants will leave with tangible and practical skills that they can implement within the workplace to promote a culture of inclusion when conducting assessment and permanency planning.</p> <p>Title IV-E Activities: Cultural competency related to children and families; assessment</p>	5.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child Welfare Workers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Courses	<p>Enhancing Placement Stability by Supporting Foster Parents in Times of Crisis and Stress</p> <p>This webinar will focus on the many challenges that resource parents face on a daily basis, with a focus on how child welfare workers can help resource parents anticipate and navigate through difficult times. Participants will be equipped with knowledge to better understand the reality of resource parents, as well as practical strategies to help them manage the inevitable challenges they will encounter.</p>	1.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Webinar</p>	Child welfare Supervisors and Workers	State General Funds
CWA In-Service Courses	<p>Engaging Child Victims of Sex Trafficking: The Role of the Child Welfare Worker</p> <p>This one day workshop is designed to ensure that child welfare workers have the skills and knowledge to ensure that high-risk and trafficked children in the child welfare system</p>	5.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p>	Child Welfare Workers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

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	<p>are identified, assisted, and protected. Training participants will be provided with an overview of child sex trafficking in Maryland and receive information about the child sex trafficking laws and policy directives for Maryland. In addition, this workshop will provide participants with an opportunity to learn and demonstrate skills needed to successfully engage victims of child sex trafficking.</p> <p>Title IV-E Activities: Assessment; development of the case plan</p>		SSW/Regional		
CWA In-Service Courses	<p>Ensuring FIM Model Fidelity: A Refresher Course for Experienced Facilitators, Workers and Supervisors</p> <p>This training presents a unique opportunity to bring experienced facilitators, workers and supervisors together to discuss Family Involvement Meetings. Specifically, it will focus on core practices and processes that both facilitators and workers should engage in to ensure and enhance model fidelity. This training, as the name implies, is a refresher. Its intent is to review and update knowledge gained in previous FIM trainings. Participants will enhance their skills surrounding strengths based assessment, permanency planning and transitioning services related to FIMs for Preventing a Removal, Placement Change and Transition Planning.</p> <p>Title IV-E Activities: Social Work Practice - assessment; development of the case plan; permanency planning</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy SSW/Regional	Child Welfare Workers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Courses	<p>Ethics- Boundaries and Dual Relationships</p> <p>This interactive half-day workshop will provide participants with an awareness of boundary issues and dual relationship challenges in the human services. Participants will also develop</p>	3 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Workers and Supervisors	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

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	<p>an understanding of the difference between ethical and non-ethical relationships. Additionally, guidelines will be presented to help workers manage boundary issues and dual relationships that may occur when working with individuals and families.</p> <p>Title IV-E Activities: Ethics unrelated to the title IV-E state plan</p>		SSW/Regional		
CWA In-Service Courses	<p>Ethics and Service As the sixth and final workshop in the ethics series, which focuses on the NASW Code of Ethics and core values, this ½ day workshop will address the value of Service. Using Herzberg’s Two Factor Motivational Theory as a framework, participants will explore how work satisfaction and dissatisfaction factors can impact quality service delivery and the achievement of positive outcomes for children and families. They will examine what service in action looks like, and identify some common challenges to upholding the value of service in child welfare practice. Participants will leave with a personal action plan for making positive changes and increasing work satisfaction factors.</p> <p>Title IV-E activities: Ethics unrelated to the title IV-E State Plan</p>	3 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child Welfare Workers and Supervisors	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
CWA In-Service Courses	<p>Ethics and Social Justice Micro-aggressions can be defined as subtle but still offensive comments, or actions, directed at a minority or non-dominant group that communicates hostility, derogatory, or negative messages to the target person or group. They often occur unintentionally, yet still have a profound and lasting effect. This training will explore the impact of micro aggressions on relationships both in and outside the office in</p>	3 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child Welfare Workers and Supervisors	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

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	<p>relation to one of the founding principles of the Code of Ethics: Social Justice. In addition, we will discuss ways to establish emotional resonance to bolster compassion and help heal after micro aggressions occur.</p> <p>Title IV-E Activities: Ethics unrelated to the title IV-E State Plan</p>				
CWA In-Service Courses	<p>Ethics- Finding Your “True North”: The Essence of Ethical, Authentic Leadership, Building on the principals of “True North” leadership, this seminar will examine how administrators and managers can remain ethical and true to themselves, despite the pressures and temptations to stray off course. 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. Some of the topics explored will include: understanding your passion and purpose; practicing values under pressure; using your guiding principles to maintain ethical boundaries; staying grounded and authentic; and living your “True North”. Participants will better understand how to develop leadership potential in themselves, colleagues.</p>	3 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child Welfare Workers and Supervisors	State General Funds
CWA In-Service Courses	<p>Ethics-What’s Ethics Got to Do With It? This interactive training will allow participants to gain a comprehensive understanding about the ethical implications and how to handle potential ethical dilemmas. Utilizing the Ethical Decision Making Model, participants will walk through common social work situations experienced within the Department of Social Services and decide on an appropriate course of action. Participants will also discuss how to incorporate SAMHSA’s six principles of</p>	5.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child Welfare Workers and Supervisors	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

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	<p>trauma-informed care into the ethical decision making process.</p> <p>Title IV-E Activities: Ethics unrelated to the IV-E State Plan</p>				
CWA In-Service Courses	<p>Family Involvement Meeting (FIM) Facilitation</p> <p>This 2-day training is specifically designed for persons who will be a back-up or full-time facilitators. It will provide participants with the general values, principles and skills needed for introductory level facilitation of Family Involvement Meetings. Participants will gain an understanding of the MD Family Centered Practice model (FCP) principles, outcomes and goals and how a FIM reflects them. They will learn about the procedural aspects of why, when and how FIMs are scheduled and how to prepare for a FIM.</p> <p>Title IV-E Activities: Family Centered Practice; permanency planning</p>	11 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child Welfare Workers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Courses	<p>From Good to Great: Maximizing Skills to Enhance AR Practice</p> <p>This Alternative Response (AR) course will help local departments move from “good enough” to GREAT AR implementation. Participants will explore best practices and what is working, as well as opportunities for improving the integration and delivery of AR whether working with a minimally to highly challenging family situation. Through hands-on learning and practice, participants will enhance their ability to utilize tools and strategies to engage and plan with a family from start to finish (first the family visit, developing the service plan and finally preparing a strengths based closing summary), ultimately leading to desired outcomes for the children and families</p>	5.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child Welfare Workers and Supervisors	State General Funds

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	being served.				
CWA In-Service Courses	<p>From Prison to Home: The Psychological Challenges of Re-Entry This workshop will explore the benefits and challenges of re-entry. Issues to be discussed include: re-entry programs, co-occurring disorders, implications for post-prison adjustment, support system, racial disparities, and re-entry. Current literature will be discussed and participants will be able to articulate psychological challenges of re-entry.</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy SSW/Regional	Child Welfare Workers and Supervisors	State General Funds
CWA In-Service Courses	<p>Guiding Child Welfare Clients through a Process of Change Using Motivational Interviewing – Training for Child Welfare Workers In child welfare settings, motivational interviewing (MI) addresses behaviors and conditions that increase risk of child maltreatment or barriers to safe and nurturing parenting, and is used to engage clients in a process of change to increase children’s safety, permanency, and well-being. This 2 day workshop will help child welfare caseworkers to develop an understanding of motivational interviewing by exploring the stages of motivational interviewing and discussing cases when MI is and is not appropriate to use with families. Additionally, participants will learn how to apply this goal-oriented style of communication and approach to interviewing and assessing needs of children and families.</p>	11 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy SSW/Regional	Child Welfare Workers and Supervisors	State General Funds
CWA In-Service Courses	<p>Non-Defensive, De-Escalation Communication Strategies Developing skills to communicate clearly without engaging in power struggles is necessary for both your professional and personal development. Participants will learn practical strategies on how to better navigate</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy SSW/Regional	Child Welfare Caseworkers 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>difficult people and difficult situations in this dynamic and informative workshop. Suggestions and practice opportunities of examples of using skills to manage conflict when interviewing and developing case plans for children and families.</p> <p>Title IV-E Activity: Communication skills for working with children and families, development of the case plan</p>				
CWA In-Service Courses	<p>Partnering with Caregivers Stuck in Blocked Care Based upon the work of Dr. Jon Baylin and Dr. Dan Hughes, this workshop will help professionals understand that a parent's brain in blocked care is similar to the brain of a child who experiences blocked trust because of all that has happened to them. Participants will gain an understanding of the effect of disrupted attachment, and abuse and neglect on a child's emotions, behaviors and their developing brain so that they can identify the blocks in parent's brain while sustaining a trusting relationship with them to increase their capacity to emphasize and reconnect with a child.</p> <p>Title IV-E Activities: Effects of attachment and strengthening families</p>	5.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child Welfare Workers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Course	<p>Planning with Transitioning Youth: Independence vs Interdependence. Is There One Without the Other?⁶ This training is designed to equip participants with knowledge, skills, and techniques to assist Maryland's transitioning youth in identifying their unique abilities and goals while supporting</p>	5.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child Welfare Workers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

⁶ Denotes Chafee Foster Care Independence Related Activity

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>their needs on the road to interdependence. The training will identify ways that youth can be helped to actualize their goals, develop plans that will build on their strengths and incorporate Benchmarks in order to become successful, integrated members of society. Through peer to peer learning, engagement techniques and classroom application, workers will build a plan that examines a holistic approach that can be implemented with identified transitioning youth upon the participant's return to the work force.</p> <p>Title IV-E Activities: Independent Living Planning</p>				
CWA In-Service Course	<p>Professional Conflict Resolution and a Culture of Conflict Acceptance Conflict in the workplace is unavoidable, and yet, many of us make a second career out of trying to avoid it. Unresolved conflict impedes communication, contributes to inefficient systems, and often results in burnout and turnover. Participants will learn and practice the steps to professional conflict resolution, create their own conflict resolution policy, and learn how to contribute to a culture of conflict acceptance in their organization.</p> <p>Title IV-E Activities: Job performance enhancement skills</p>	3 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child Welfare Workers and Supervisors	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
CWA In-Service Courses	<p>Red light, Green Light: Knowing When to Stop or Go When Planning for Safety or Services This half-day training will help participants to clarify the blurred lines, which sometimes exist between safety and service planning. Emphasis will be placed on writing behaviorally specific, strengths based service plans that are family driven and can be agency supported for successful outcomes and time-sensitive agency</p>	5.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child Welfare Caseworkers 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>involvement. Additionally, participants will explore strategies to enhance the child welfare professional's participation in developing case plans that reflect the language, functional strengths, and identified supports of families.</p> <p>Title IV-E Activity: Risk and safety assessments and development of case plan</p>				
CWA In-Service Courses	<p>Role of the Supervisor in a Trauma Informed Child Welfare System</p> <p>This workshop is designed to provide seasoned supervisors with guidelines and concrete strategies on how to infuse trauma informed policies and practices into their agency's child welfare practice model. Participants will learn the definition, goals and critical elements of a trauma informed child welfare system, techniques for partnering with outside agencies and the community, and how to operationalize trauma informed practice at each state of child welfare involvement.</p>	5.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child Welfare Administrators and Supervisors	State General Funds
CWA In-Service Courses	<p>SAFE Interviewing Skills</p> <p>The Home Study Interview is an integral part of the home study process. Structured Analysis Family Evaluation (SAFE) and the Social Work Interview Training provides tools to help Home Study Practitioners use SAFE to better prepare, plan and perform the home study interview. The training provides not only practical advice but new and innovative interviewing skills, techniques and approaches to interviewing applicants.</p> <p>Title IV-E Activities: Home Studies</p>	5.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child Welfare Caseworkers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Courses	<p>SAFE Supervisor Training</p> <p>The SAFE Supervisors Training is targeted at</p>	4 hours	University of Maryland, School of	Child Welfare Caseworkers and	Title IV-E Training at 75% FFP after applying Title IV-

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>Front Line Supervisors who are responsible for the on-going Supervision of Home Studies. The one-day training provides guidance as to how to Supervise SAFE in the most effective manner. The training provides a road map for the Supervision of SAFE as well as tips, supports and suggestions to make the process easier.</p> <p>Title IV-E Activities: Home Studies</p>		<p>Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Supervisors	E penetration rate
<p>CWA In-Service Courses</p>	<p>SAFE Training for Home Study Practitioners and their Supervisor,</p> <p>This two-day training is mandatory for anyone who uses SAFE or anyone who supervises individuals using SAFE. 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 - the trainer and the class perform a SAFE Home Study.</p> <p>Title IV-E Activities: Home studies</p>	11 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child Welfare Caseworkers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<p>CWA In-Service Courses</p>	<p>Testifying for Professionals in the Child Welfare System</p> <p>This workshop will explore the language of testifying and the various techniques and tips to enhance and promote effective and powerful testimony. Additional topics presented in this workshop will be: understanding the various laws and regulations for testifying, exploring and managing the trauma narrative, various effects of short and long-term permanency, court etiquette and preparation.</p> <p>Title IV-E Activities: Preparation for and participation in judicial determinations</p>	5.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child Welfare Caseworkers 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
CWA In-Service Courses	<p>Using Critical Thinking to Enhance Child Welfare Assessments</p> <p>This full day interactive workshop will examine the attributes of critical thinking, challenges to conducting quality assessments, tools to help gather and organize assessment information, and the application of critical thinking skills to the assessment process. Time will also be spent exploring the ways in which personal thinking and decision-making styles affect the assessment</p> <p>Title IV-E Activities: Strengths based assessments</p>	5.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child Welfare Caseworkers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Courses	<p>Writing Effective Court Reports: Passport to Permanency Planning</p> <p>Writing a court report can be a challenging process for child welfare staff, due to the complex nature of case dynamics and the variety of readers that will be viewing the document. This workshop will enhance a child welfare worker's ability to compose well-crafted court reports that efficiently and effectively communicate pertinent, objective case information.</p> <p>Title IV-E Activities: Job performance enhancement skills; preparation for judicial determinations</p>	5.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child Welfare Caseworkers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Courses	<p>Advocating for Racial Equity in Child Welfare</p> <p>This webinar will provide an overview of the historical challenges that leaders have sought to address while offering insights on impactful exercises workers can employ to successfully advocate for Maryland families. We will explore anti-racist practice and concrete strategies for supporting families in promoting positive racial identity.</p>	1.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Webinar</p>	Child welfare Supervisors and Workers	State General Funds

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
CWA In-Service Courses	<p>Assessing and Planning Using the SoS Framework: Experienced Worker and Supervisor Training</p> <p>This training is designed for experienced case workers and supervisors 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. It is a supportive framework to our current methods and an extension of the Maryland Family Centered Practice Model. 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.</p> <p>Title IV-E Activities: Assessment; social work practices</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Courses	<p>Beyond Emotional Intelligence: Emotional Competence in the Workplace</p> <p>You have probably heard of emotional intelligence, but after we are able to identify our emotions and pinpoint their origin, what do we do with them? After developing emotional intelligence, the next step is emotional competence: the ability to experience and process emotions in order to pinpoint the underlying cause of distress and generate suggestions for change in one's own behavior and organization. Participants will learn why emotional competence is important for organizational functioning, and when and how to successfully use emotions in the workplace.</p>	3 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy SSW/Regional	Child welfare Supervisors and Administrators	State General Funds
CWA In-Service Courses	<p>Concurrent Planning: Promoting Permanence for Children</p> <p>This half-day workshop will look at possible</p>	3 hours	University of Maryland, School of Social Work	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<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>Title IV-E Activities: Permanency planning</p>		(UMB/SSW) Child Welfare Academy		
CWA In-Service Courses	<p>Effective Engagement with Families Affected by Mental Illness This webinar will explore the emotional impact of mental illness on families, and the stigma and bias surrounding it. Families who come into contact with the child welfare system may have a child in the home with a mental health disorder, and/or the parents themselves may have a mental health issue. Caregivers with a child (or another adult) in the home with a mental health disorder are deeply affected, yet often their needs are ignored. Effective engagement with these family members is enhanced by an understanding of the impact of mental illness on the family system, and resulting needs and responses.</p> <p>Title IV-E Activities: General mental health; development of the case plan; referral to services</p>	1.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Courses	<p>Ethical Considerations When Working with Vulnerable Populations This workshop will allow participants the opportunity to examine common ethical dilemmas when working with vulnerable and/or underserved populations. Participants will identify common personal and professional challenges that arise when upholding ethical</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child welfare Supervisors and Workers	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>standards, and will also use the Ethical Decision Making Model to identify the appropriate course of action in scenarios presented. Participants will also increase their knowledge of ways to incorporate a trauma aware approach to resolving potential ethical issues.</p> <p>Title IV-E Activities: Ethics unrelated to the title IV-E State Plan</p>				
CWA In-Service Courses	<p>Ethics and Service Using Herzberg’s Two Factor Motivational Theory as a framework, participants will explore how work satisfaction and dissatisfaction factors can impact quality service delivery and the achievement of positive outcomes for children and families. They will examine what service in action looks like, and identify some common challenges to upholding the value of service in child welfare practice. Participants will leave with a personal action plan for making positive changes and increasing work satisfaction factors.</p>	3 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child welfare Supervisors and Workers	State General Funds
CWA In-Service Courses	<p>Ethics In Social Media This workshop will help you learn how to protect your online presence by reviewing current trends in social media and examining best practices and ethical standards related to child welfare work. Become aware of your responsibilities regarding privacy and boundaries while reviewing new information on this mode of communication that is very growing and here to stay.</p>	1.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Webinar</p>	Child welfare Supervisors and Workers	State General Funds
CWA In-Service Courses	<p>Ethics -Spirituality, Religion, Faith and Delivery of CW Practice As child welfare workers strive toward increasing their cultural competence, it is necessary to explore the spiritual dimension that is often part of the human experience. This</p>	5.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p>	Child welfare Supervisors and Workers	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>workshop will focus on strategies for social workers to invite clients to discuss the role of spirituality and religious practices in their lives. In addition, social workers' personal biases will be explored to maximize the effect of their work with various religious cultures.</p> <p>Title IV-E Activities: Ethics unrelated to the title IV-E State plan</p>				
CWA In-Service Courses	<p>How to Increase Teamwork in Your Unit or Agency In this one-day course, participants will learn the difference between a group and a team, the stages of team development, and how different individual styles and motivational factors affect the team's ability to work collaboratively together. Barriers to effective teamwork will be addressed and participants will come away with specific strategies that can be used to increase teamwork and collaboration in their units and larger agencies. This course is geared specifically towards supervisors and administrators.</p> <p>Title IV-E Activities: Team Building</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child welfare Supervisors and Workers	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
CWA In-Service Courses	<p>Impact of Culture on Child Maltreatment 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>Title IV-E Activities: Cultural Competency</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service	Opiate Addition 101: What Child Welfare	1.5 hours	University of	Child welfare	Title IV-E Training at 75%

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
Course	<p>Workers Need to Know The purpose of this webinar is to increase participants' understanding of the biology and psychology of opiate addiction, the effect of addiction on the health of individuals with opiate use disorder (OUD), how OUD affects children and families, and how to address stigma around substance use and its treatment. Participants will learn about the biology of opiate addiction and its treatment, how addiction to opiates is different from other substances of abuse, how stigma affects an individual's willingness to seek treatment, and clinical care of individuals with OUD.</p> <p>Title IV-E Activities: General Substance abuse</p>		<p>Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Webinar</p>	Supervisors and Workers	FFP after applying Title IV-E penetration rate
CWA In-Service Courses	<p>Time Management and Organizational Skills This seminar is designed to help program staff gain control of their time and manage their work load with greater ease and confidence. Through techniques that are easy to understand and implement, participants will learn how to get organized and stay that way, set manageable goals, prioritize tasks, and create more time in their day when there is no time to waste.</p> <p>Title IV-E Activities: Job performance enhancement skills</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child welfare Supervisors and Workers	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
CWA In-Service Courses	<p>Working with Gang-involved Clients Exposure to injury, trauma and risk-taking associated with gang culture and gang violence complicates mental health development and general well-being. This workshop will explore the best practices for working this youth that may be involved in gangs or at risk for gang involvement including: how to build a personal relationship with youth, their support networks,</p>	5.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>assessment, collaborative approaches and special considerations, such as immigration status and gender. Participants will practice applying these skills to older youth clients to enhance the social-worker client relationships.</p> <p>Title IV-E Activities: Social work practice; assessment; cultural competency</p>				
CWA In-Service Courses	<p>Writing Skills for Exceptional Case Documentation This workshop is designed to help child welfare workers 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 supporting data in case records. Training participants will gain an overall understanding on how to organize information in a clear, concise manner.</p> <p>Title IV-E Activities: Job performance enhancement skills</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child welfare Supervisors and Workers	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
CWA In-Service Course	<p>Advanced FIM: Managing Challenging Behaviors This training will address a wide range of challenging behaviors that facilitators encounter during Family Involvement Meetings (FIMs) including hostility, monopolizing, non-participation, ramblers, unpreparedness and mental health dynamics. Attendees will be introduced to several skills and strategies for managing these behaviors and through practice, examine which strategies are most effective for addressing specific situations.</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	Title IV-E Activities: Social work practice				
CWA In-Service Courses	<p>Developing the Practice of Those You Supervise The purpose of this workshop is to enhance supervisory skills to help social workers understand their legal and professional responsibilities and to explore approaches to build critical thinking strategies of workers. This workshop includes practice activities to apply the content covered and examples of strategies for enhanced supervision. In addition, the new legislative changes to the child maltreatment definition will be covered.</p> <p>Title IV-E Activities: General supervisory skills</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy SSW/Regional	Child welfare Supervisors and Administrators	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
CWA In-Service Course	<p>Engaging Families Impacted by Sexual Abuse in Safety and Service Planning This class will explore how the unique dynamics of sexual abuse impact the ability of the caseworker to engage and partner with the family in planning for safety and appropriate services. The implications for service provision will be considered when sexual abuse disclosures occur after the initial CPS assessments. Participants will examine the role and influence of non-offending care-givers, compliant victims, and situations involving incest on achieving positive outcomes for safety, well-being and permanency. Actionable strategies for helping families and their supportive caregivers to navigate the court process will also be provided.</p> <p>Title IV-E Activities: Social work practice; impact of child abuse</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
CWA In-Service Course	<p>Engaging Fathers and Paternal Kin This workshop will explore 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 engaging fathers, and develop practical strategies for working more effectively with fathers and paternal relatives.</p> <p>Title IV-E Activities: Social work practice; communication skills; preserve, strengthen and reunify the family</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Courses	<p>Ethics: and Social Media in Child Welfare This workshop will help you learn how to protect your online presence by reviewing current trends in social media and examining best practices and ethical standards related to child welfare work. Become aware of your responsibilities regarding privacy and boundaries while reviewing new information on this mode of communication that is ever growing and here to stay</p> <p>Title IV-E Activities: Ethics related to the title IV-E State Plan (confidentiality)</p>	1.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy Webinar	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Courses	<p>Financial Capability Skills and Child Welfare Work This course will provide materials and skills which enhance understanding of individual personal financial circumstances and provide insight into how and why clients' financial behavior contributes to emotional and financial problems. A primary focus will be the importance of realistic and sustainable financial goals and plans for social workers and for social</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy SSW/Regional	Child welfare Supervisors and Workers	State General Funds

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	work clients. This course will provide child welfare professionals with a framework and analytical tools for evaluating issues related to asset building and financial decision-making for low income families.				
CWA In-Service Courses	<p>Maryland Social Work Regulation Change Information Session</p> <p>Maintaining current knowledge of the social work licensing law and regulations is the responsibility of every social worker. Major amendments to the Maryland Social Work Practice Act were passed in 2017. The Board of Social Work Examiners has recently written regulations to carry out the changes in the law. Come to this workshop to learn about all of the new provisions and how they will affect you.</p>	3 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>SSW/Regional</p>	Child welfare Supervisors and Workers	State General Funds
CWA In-Service Courses	<p>Opiate Addiction Part Two</p> <p>The purpose of this webinar is to continue the discussion from January and further increase participants' understanding of the effect of addiction on the health of individuals with opiate use disorder (OUD) and how OUD affects children and families.</p> <p>Title IV-E Activities: General Substance Abuse related to children and families in child welfare</p>	1.5 hours	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p> <p>Webinar</p>	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Course	<p>Safety Awareness for Child Welfare Professionals</p> <p>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</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child welfare Supervisors and Workers	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>participant's ability to determine a client's potential for violence, plan appropriately to ensure safe client care when transporting clients, recognize indicators that an assault may be imminent, learn techniques to diffuse a potentially explosive situation with clinical interventions and discuss items to keep in mind when reporting an assault to law enforcement personnel.</p> <p>Title IV-E Activities: worker safety; state agency policy and procedures</p>				
CWA In-Service Course	<p>Stalking and Use of Technology This training will cover ways to help victims develop domestic violence safety plans that can help keep themselves and their children safe. Safety planning around victim's and children's technology use will be emphasized. 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. Participants will increase their knowledge of these legal remedies and build skills to help victims document stalking behaviors for possible future use in legal proceedings.</p> <p>Title IV-E Activities: General domestic violence related to children and families in child welfare</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Course	<p>Understanding Suicidal Behavior Among Youth in Foster Care This webinar will examine the myths and realities around youth in care and suicide. Participants will be provided with information about behavioral warning signs and other risk factors that increase the likelihood that youth will engage in suicidal behavior. In order to</p>	1.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy Webinar	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>screen and assess for immediate danger and need, specific screening and assessment tools will be discussed. Identifying and building upon protective factors and coping skills will also be explored. Techniques to provide crisis intervention and service planning will be provided to help caseworkers attend to both the immediate and longer term needs of at risk youth and their caregivers.</p> <p>Title IV-E Activities: General mental health; protective factors; referrals to services; screening and assessment tools to develop the child's case plan</p>				
CWA In-Service Course	<p>When Families Fall Apart: Understanding the Impact of Adoption Disruption This seminar will provide professionals with the tools necessary to help avert threatened disruption and/or cope with disrupted placement when it does occur.</p> <p>Title IV-E Activities: Preserving, strengthening and reunifying families</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Course	<p>Child Sexual Abuse Prevention for Children with Disabilities Child sexual abuse is an issue that has plagued families & communities for decades. Research suggests that children with disabilities are three times more likely to be victimized, and those numbers increase for children with intellectual or mental health disabilities. In this training, we will discuss the different categories of sexual predators, explore the specific needs of children with disabilities, and learn prevention efforts to protect them against sexual abuse.</p> <p>Title IV-E Activities: Child abuse and neglect issues</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
CWA In-Service Course	<p>Clinical Implications of Intrauterine Drug Exposure This workshop will discuss gestational impact of intrauterine drug exposure and the attachment process and how it is impacted by maternal substance abuse post-pregnancy. Participants will increase their knowledge of treatment options for pregnant women with a history of drug and/or alcohol abuse, and explore practical and effective interventions to for assessing and referring pregnant women with a history of drug and/or alcohol abuse and children impacted by intrauterine drug exposure.</p> <p>Title IV-E Activities: Substance abuse issues related to families in child welfare; social work practice; and referral for services</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Course	<p>Creating Delight Between Parent and Child The focus of the workshop is on providing techniques to help increase self-regulation for both parents and children, strengthen parent-child bonds, increase body awareness, and reduce overall stress. Participants will learn techniques for building and supporting healthy relationships both with the families they work with, and within families that are struggling to bond and connect.</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child welfare Supervisors and Workers	State General Funds
CWA In-Service Course	<p>Engaging Abusive Partners in a Change Process During this webinar, we will review the history of intervention strategies for abusive partners and the research that supports intervention models. Participants will gather tools for respectfully engaging someone who may be abusive toward an intimate partner. We'll explore motivational strategies for reducing resistance to change and provide suggestions for making a supportive service referral as part of a</p>	1.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy Webinar	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>comprehensive family safety plan.</p> <p>Title IV-E Activities: General domestic violence; referrals to services; communication skills required to work with children and families; development of the case plan</p>				
CWA In-Service Course	<p>Ethics: Always Wear Clean Underwear Child welfare professionals are confronted with ethical dilemmas and challenges on a daily basis. This seminar examines ethical principles and provides a unique decision-making model for the challenging, real-life situations encountered by those who serve children and families. This dynamic and interactive session presents various scenarios for critical consideration and discussion.</p> <p>Title IV-E Activities: Ethics unrelated to the title IV-E state plan</p>	3 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child welfare Supervisors and Workers	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
CWA In-Service Course	<p>How to Advance Your Interviewing Skills through Peer Review This workshop is specially designed to allow for peer-to-peer learning and intense practice of interviewing skills with children, non-offending caregivers, and the offender. Through the use of scenarios, role play and guided discussion, participants will build upon and enhance interviewing techniques that can be used to effectively engage and plan with the family to promote and maintain desired outcomes. This is a hands-on skill building seminar with opportunities for practice, open dialogue, problem-solving and feedback.</p> <p>Title IV-E Activities: Social work practice-interviewing skills; development of the case plan</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
CWA In-Service Course	<p>Medical Aspects of Child Abuse and Neglect Advance Topics I</p> <p>This full-day course is designed to address more challenging topics in child abuse and neglect. Specific topics will include: Failure to Thrive, and Medical Child Abuse (Munchausen’s Syndrome by Proxy, Factitious Disorder by Proxy), Understanding Child Development and Behavior, and Child Fatalities. Participants will learn about warning signs that poor growth may be the result of maltreatment. They will also learn warning signs that the medical care sought by a parent for his/her child may be unnecessary or harmful. Participants will also leave with an understanding of normal and abnormal child development and behavior, and when to be concerned that a child’s behavior may reflect exposure to abuse or neglect.</p> <p>Title IV-E Activities: Child abuse and neglect</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Course	<p>Medical Aspects of Child Abuse and Neglect – Advanced Topics II</p> <p>This full day session will go beyond the basics to address more challenging topics in child abuse and neglect. Specific topics will include: Advanced Topics in Physical Abuse (burns, head trauma, and fractures), Healthcare Needs of Foster Youth and the Medical Home, and Sexually Transmitted Infections. Participants will leave with a more in-depth understanding of how to distinguish abusive from accidental injury. They will also leave with an understanding of the special health care needs of foster youth. They will become familiar with the various infections that can be transmitted sexually and the likelihood that each infection is the result of sexual abuse.</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	Title IV-E Activities: Child abuse and neglect				
CWA In-Service Course	My Birth Mother Friended Me Regardless of who initiates contact, youth are often ill prepared to manage this complicated relationship. Parents can feel betrayed and conflicted, and may be unsure how to help their child navigate this journey. Adoption professionals must be prepared to provide families with practical guidance and support as they manage the complexities of contact through social media. This workshop will provide participants with clinical, communication and relationship tools to assist families both before and after contact occurs through a social networking site. They will learn how to provide sensitive mediation and support to families who are grappling with this potentially problematic and emotionally charged situation.	3 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child welfare Supervisors and Workers	State General Funds
CWA In-Service Course	Trust-Based Relational Intervention This webinar will provide participants with a brief overview of TBRI including the three principles for TBRI- Connection- learning to connect with a hurt child, Empowerment- addressing physical and environmental needs, and Correction- working both proactively and responsively with children. Together, these principles help to foster a healing relationship with children from a very young age, all the way through adolescence, to help youth who have been knocked off track developmentally, find their way back to being on developmental target. Participants will leave with a better understanding of how TBRI principles can enhance their work with children and families.	1.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy Webinar	Child welfare Supervisors and Workers	State General Funds

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
CWA In-Service Courses	<p>Working with Difficult Clients with a History of Substance Abuse This psychoeducational workshop will be utilized to inform participants of how drugs of abuse impact behavior, mood, and daily activities of working with difficult clients who are affected by substance abuse disorders. Participants will share professional experiences and strategies that could be helpful in identifying proper self-care techniques while continuing to be actively engaged in coordinating services and case planning activities for these difficult clients.</p> <p>Title IV-E Activity: Referral to services, development of the case plan, general substance abuse issues related to children and families in child welfare</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy SSW/Regional	Child Welfare Workers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Course	<p>Working with Male Victims of Sex Trafficking Male sex trafficking tends to be underreported, covered up and stigmatized, and their unique needs are often unmet. This webinar will explore issues and concerns related to make sex trafficking including identification, assessment, interventions and appropriate support services for this population.</p> <p>Title IV-E Activities: Assessment; Referral to services</p>	1.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy Webinar	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CWA In-Service Course	<p>Working with Offenders To truly embody and successfully implement family-centered practice, caseworkers must effectively engage with all members of the family including the offender. This workshop will explore the different offender typologies and ways that offenders establish and develop relationships with their victims to ensure secrecy, compliance and continuation of the</p>	5.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>abuse. Participants will discuss engagement and interview techniques that align with offender typologies to better ensure positive change for the offender and the family. Participants will also discuss and practice strategies to involve the offender in the safety and service planning process.</p> <p>Title IV-E Activities: Social work practice including engagement and interviewing; development of the case plan</p>				
CPE In-Service Course	<p>Child Abuse: Its Collateral Consequences and Treatment Modalities This workshop will examine the collateral consequences of child abuse while exploring legal, social, psychological and developmental implications. Participants will discuss the various forms of child abuse, gender differences, propensity and risk factors. Current literature will be discussed and participants will be able to articulate the importance of understanding emerging family structures, effective treatment interventions and dual exposure to trauma and addiction.</p> <p>Title IV-E Activity: Child abuse and neglect issues</p>	6 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CPE In-Service Course	<p>Direct Service Situation: Balance Ethical Responsibilities In this workshop, attendees will explore the importance of understanding and balancing ethical responsibilities. An emphasis will be placed on exploring dual relationships and boundary issues to enhance ethical responsibilities and reduce ethical violations. Participants will discuss common practice areas that raise ethical dilemmas, explore the code of ethics, and propose various ethical decision-making models.</p>	3 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>Title IV-E Activities Ethics unrelated to the IV-E State Plan</p>				
<p>CPE In-Service Course</p>	<p>Ethical Consideration and Racial Bias in Social Work Practice By learning and practicing listening and speaking with more curiosity and less judgment, participants can reduce the possibility of their biases getting in the way of their connections with both clients and colleagues. Ethical principles and case studies will be woven throughout the workshop allowing for engagement with the material presented.</p> <p>Title IV-E Activities: Ethics unrelated to the IV-E State Plan</p>	6 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
<p>CPE In-Service Course</p>	<p>Ethical Considerations and Strategies for Addressing the Issue of Confidentiality This workshop focuses on strategies for identifying and addressing common, yet complex ethical issues concerning confidentiality that social workers face in their practice. Content will include: An overview of the Maryland Statute and Regulations which govern confidentiality of health records, mental health records, substance abuse records, social service records, education records, the requirements for release of information, child maltreatment or imminent harm information, privileged communication, and clinician's personal notes.</p> <p>Title IV-E Activities: Ethics associated with confidentiality requirements</p>	6 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
CPE In-Service Course	<p>Poverty and the Brain Participants will be introduced to a nontechnical, nonmedical, collaborative, and highly experiential approach to understanding how the brain is affected by poverty, as well as the researched-based tools that build individual and family resilience. Participants will identify five factors of resilience with accompanying strategies and how they can offset some of the effects of poverty.</p> <p>Title IV-E Activities: Protective factors and resilience</p>	6 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CPE In-Service Course	<p>Professional Use of Self for Enhanced Ethical Practice This three-hour workshop focuses on the development of skills for the application of an ethical "lens" when providing social work. The workshop content will cover the concepts of private conduct, use of professional self, and the Revised NASW Social Work Code of Ethics. Strategies for identifying personal bias, addressing common barriers, conflicts of interest, and facing ethical issues when working with diverse populations will be explored.</p> <p>Title IV-E: Ethics unrelated to the title IV-E state plan</p>	3 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
CPE In-Service Course	<p>Safe Places: How to Create an Ethical Environment for All Social work is a difficult job. Without the proper supervisory support and a positively structured work environment, it is even more difficult. This can lead to poor outcomes for clients and low morale or worker burnout among social workers. To successfully tackle this issue, administrators can use tools and put different processes and policies in place to ensure a work environment that promotes a</p>	3 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	State General Funds

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
CPE In-Service Course	<p>healthy and ethical atmosphere.</p> <p>Understanding Your Leadership Style and Building Your Potential to Lead This two-day module will orient participants to leadership frameworks, practices, and competencies that span the fields of business, non-profit management, and community practice. Using nationally-recognized assessment tools and problem-based learning exercises, participants will emerge with a clearer understanding of their personal leadership style, assets, and blind spots and expand their potential to effectively build, manage, and lead teams.</p>	3 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	State General Funds
CPE In-Service Course	<p>Using Mediation Skills with Family In this half-day workshop, participants will explore what mediation is and what it isn't, and how the skills of mediation can be used in their practices. Participants will come away with strategies for creating a respectful and supportive environment that encourages critical thinking so that clients can find solutions to conflicts.</p> <p>Title IV-E Activities: Communication skills to work with families and children</p>	3 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CPE In-Service Course	<p>Walking In My Shoes: Helping Children and Families Work through Abuse Families and children who have been affected by abuse experience special dynamics and require interventions and strategies that speak specifically to their circumstances. This workshop explores current intervention and treatment modalities for children and families who have been affected by abuse. A specific emphasis will be given to children and families dealing with chronic stressors (e.g. underserved</p>	3 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	State General Funds

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
CPE In-Service Course	<p>populations, limited access to resources, etc.</p> <p>Women and Addiction: Exploring the Role of Trauma</p> <p>According to the National Institute on Drug Abuse, men are more likely than women to abuse illicit drugs. Historically, substance abuse treatment and interventions have been based on the needs of addicted men. However, women are just as likely to become addicted; in fact, they are more susceptible to cravings and relapse than their male counterparts. In addition, women respond to drug and alcohol use differently and present with unique treatment challenges. Research has indicated that addicted females present with a host of problems that contribute to their addiction, the most prominent being a complex history of trauma. Participants will explore gender differences and addiction; trauma; co-occurring disorders; and gender-specific treatment, including the Women's Integrated Treatment model.</p>	6 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	State General Funds
CPE In-Service Course	<p>Working with Children Exposed to Domestic Violence</p> <p>This training will discuss research, policies, laws, and treatment models aimed to promote children's healing process and break the intergenerational transmission of this tragedy.</p> <p>Title IV-E Activities: General domestic violence</p>	6 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CPE In-Service Course	<p>Emotional Intelligence</p> <p>This highly interactive workshop will take the tenants of emotional intelligence off the page and provide practical applications for helping clients increase their EQ (emotional quotient). Research has shown that EQ is more critical in today's dynamic workplace than is IQ. IQ may get you in the door, but EQ keeps you in the</p>	3 hours	Continuing Professional Education Online	Child welfare Supervisors and Workers	State General Funds

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	door. And while IQ is relatively fixed, EQ can be developed both at work and in relationships outside of work.				
CPE In-Service Course	<p>Ethical Decision Making: A Crisis Intervention Approach Participants in this half-day workshop will explore appropriate ethical decision making processes in a crisis situation/intervention. An emphasis will be placed on best practice techniques for ethical decision making, allowing participants to engage a variety of different intervention techniques.</p> <p>Title IV-E Activities: Ethics unrelated to the title IV-E state plan</p>	6 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
CPE In-Service Course	<p>Forensic Social Work: Early Attachments A Key for Resiliency or a Risk Factor for Juvenile Delinquency: This workshop will explore early attachment theories and models in relation to juvenile delinquency. Various attachment theories will be explored to determine whether a particular type of attachment is a key for resiliency or a risk factor for juvenile offenders. Current literature will be discussed, and participants will learn to articulate the importance of exploring attachment theories.</p>	6 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	State General Funds
CPE In-Service Course	<p>Forensic Social Work: Youth with Incarcerated Parents According to the U.S. Census Bureau, the United States has less than 5% of the world's population, yet it has 23% of the world's prison population. A collateral consequence of this imprisonment trend is the amount of youth with a history or current pattern of parental incarceration. These children face an array of challenges and need comprehensive, client-focused and culturally sensitive support. An</p>	6 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	State General Funds

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	emphasis will be placed on risk and protective factors, the trauma of incarceration, racial differences, post-traumatic stress disorder, and post-traumatic growth.				
CPE In-Service Course	<p>General Supervision for New Supervisors: This two-day 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.</p> <p>Title IV-E Activities: General supervisory skills</p>	6 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
CPE In-Service Course	<p>Grief on Grief 's Terms: The Mindful Path through Loss Grief is a universal human experience, but its path can be unique for each individual. The tools of mindfulness can provide ways for clients to meaningfully integrate their grief into their personal narrative and to cope with the challenges that grief can create. Participants will explore the interconnection of grief and mindfulness, examine how mindfulness can help clients with meaning reconstruction after significant loss, and develop a toolkit of mindfulness exercises to assist clients in processing grief, loss and transitions.</p>	3 hours	Continuing Professional Education SSW	Child welfare Supervisors and Workers	State General Funds
CPE In-Service Course	<p>How to Engage Parents as Partners: Teaching Them Skills to Coach the Child at Home This training will begin with strategies to connect and maintain contact with parents who are struggling to parent children with special needs or difficult temperaments. Participants will explore ways to support parents, who themselves have difficulty connecting with their children, model behaviors they want for their</p>	6 hours	Continuing Professional Education SSW	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>children.</p> <p>Title IV-E Activities: Strengthening family</p>				
CPE In-Service Course	<p>Licensure Preparation</p> <p>A two-day intensive comprehensive review program that prepares MSW graduates to pass the LMSW and the 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. Participants will receive Volumes I and II of the Comprehensive Study Guide and Practice Questions from Social Work Examination Services (SWES).</p>	12 hours	<p>Continuing Professional Education (UMB/SSW) SSW/Regional</p>	<p>Child welfare Supervisors and Workers</p>	<p>State General Funds</p>
CPE In-Service Course	<p>What is it That We Do Again? Obligations for Social Workers</p> <p>This workshop provides participants with the opportunity to realistically examine the ethical dilemma this poses. Critical thinking skills, case examples, videos, role-plays, and research will be used to explore creative strategies and innovative ways for participants to intentionally apply such professional skills into their practice.</p> <p>Title IV-E Activities: Ethics unrelated to the title IV-E State Plan</p>	3 hours	<p>Continuing Professional Education (UMB/SSW) SSW/Regional</p>	<p>Child welfare Supervisors and Workers</p>	<p>Title IV-E Training at 50% FFP after applying Title IV-E penetration rate</p>
CPE In-Service Course	<p>Tackling the Gorilla in the Room: Ethical Ways to Have Difficult Conversations</p> <p>In order to address many of our clients' issues or even discussing these issues in consultation or supervision, there are many uncomfortable moments. However, not just avoiding these conversations, but insisting on them, are critical to positive outcomes for clients.</p> <p>Title IV-E Activities: Ethics unrelated to the title IV-E State Plan</p>	6 hours	<p>Continuing Professional Education (UMB/SSW) SSW/Regional</p>	<p>Child welfare Supervisors and Workers</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
CPE In-Service Course	<p>Use of Self for Ethics, Cultural Humility, and Competence in Social Work This workshop focuses on the development and application of a cultural lens when engaging clients and conducting clinical assessments. Participants will discover the application of “use of self” and the power of purposeful language to communicate cultural humility. Strategies for identifying personal bias, addressing common barriers, and facing ethical issues when working with diverse populations will be explored.</p> <p>Title IV-E Activities: Ethics unrelated to the title IV-E State Plan</p>	6 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
CPE In-Service Course	<p>Working with the Silent Child There are many reasons a child does not use words, and there are many ways to help a child communicate that do not involve words. Participants will learn to recognize the many meanings of a child’s silence, to understand the silence, and to assess whether to respect the silence or challenge it. Techniques for dealing with the different types of silence will be demonstrated.</p> <p>Title IV-E Activities: Communication skills and engagement</p>	6 hours	Continuing Professional Education SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CPE In-Service Course	<p>Affirming Services with LGBTQ+ Communities Improve your ability to understand the needs of LGBTQ+ populations and provide affirming care that addresses those needs. Participants will review updated terminology with a focus on inclusion; discuss barriers to accessing mental health and medical care systems; and identify strategies to assist individuals in navigating the barriers, as well as areas of advocacy for providers.</p>	3 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	Title IV-E Activities: Cultural competency; referrals to services				
CPE In-Service Course	How to Tame the Abrasive Employee (without Being Abrasive Yourself) This session will convince you that you aren't helpless and that there are concrete and practical strategies that you can use directly with abrasive people, whether they are your employees, colleagues, or even your own boss. You will learn why may hesitate to intervene, and you will have a better understanding of the dynamics underlying abrasive behavior. Your new knowledge and skills will assist you in reducing workplace suffering and increasing your organization's overall performance and effectiveness.	3 hours	University of Maryland, School of Social Work (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	State General Funds
CPE In-Service Course	Inside Out and Outside In: Working with Children of Incarcerated Parents On any given day, 2.7 million U.S. children have incarcerated parents, and 10 million will experience parental incarceration at some time in their lives. No matter your work setting, you may be working with some of these children. This session will provide an overview of the impact of parental incarceration, an Adverse Childhood Experience, increase participant's understanding of children's protective factors. Title IV-E Activities: Protective factors; trauma; effects of separation	1.5 hours	University of Maryland, School of Social Work (UMB/SSW) Online	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CPE In-Service Course	Issues and Ethics for the Human Service Professional This workshop will assist participants in developing the critical skills necessary for ethical decision making and for understanding various levels of ethical practice. Use of real-life case studies and role-playing will provide the participants with opportunities to practice	3 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	<p>effective strategies to bring about positive outcomes for themselves and their clients.</p> <p>Title IV-E Activities: Ethics unrelated to the title IV-E State plan</p>				
CPE In-Service Course	<p>No Such Thing as a Bad Kid Strength-based practice is an emerging approach to guiding at-risk children, youth, and families that is exceptionally positive and inspiring. Its focus is on strength-building rather than flaw-fixing. It begins with the belief that every individual has or can develop strengths and utilize past successes to mitigate problem behavior and enhance functioning. This presentation will highlight many of the key principles and techniques of this transforming modality to support worker's ability to strengthen and reunify families.</p> <p>Title IV-E Activities: Social work practice; strengthening and reunifying families</p>	6 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CPE In-Service Course	<p>Ten Characteristics of a High-Performance Team In this module, participants will explore the factors involved in creating and maintaining high-performance teams. They will examine issues of group dynamics, teamwork, and problems in developing effective teams, and be provided with tools for improving team performance. Assessments will be conducted to gain a sense of individual teams' unique strengths and areas for improvement.</p> <p>Title IV-E Activities: Team building</p>	6 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
CPE In-Service Course	<p>Transforming the Angry Client: Effective De-escalation and Anger Management Techniques</p> <p>This workshop provides an opportunity for professionals to acquire pragmatic and useful joining and de-escalation techniques for use with angry clients. Providers will learn how to use these techniques to transform angry clients in both short- and long-term settings. Participants will acquire practical and advanced skills to identify when clients are getting "too" angry, motivate resistant clients, and de-escalate angry clients.</p> <p>Title IV-E Activities: Communication skill to work with children and families</p>	6 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CPE In-Service Course	<p>Understanding and Exploring the Role of Attachment Deficits and Strengths</p> <p>Participants in this workshop will explore early attachment theories and models in relationship to overall mental and physical health. The stages of attachment in addition to various attachment theories will be explored, including but not limited to that of Mary Ainsworth, John Bowlby, and Konard Lorenz. Participants will address the various deficits and strengths in attachment styles and learn key protective factors and resiliency concepts to help individuals thrive despite deficits in early childhood attachment.</p> <p>Title IV-E activities: Effects of separation; child development</p>	6 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CPE In-Service Course	<p>Using Motivational Interviewing Skills: What Is Change Talk and How Is It Helpful?</p> <p>This one-day training will first provide a motivational interviewing (MI) knowledge refresher. Participants will then be introduced to</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	State General Funds

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	the concept of change talk as a core component of MI. Participants will learn how to identify change talk, then practice forming MI consistent responses to elicit change talk to help promote positive and healthy change by clients.				
CPE In-Service Course	<p>Communication for Better Results in the Workplace</p> <p>The purpose of this training is to enhance the communication skills of supervisors and other leaders. Social work professionals are often managing up, down, and across within their organizations. However, many experience frustration when their communication doesn't lead to the desired results. This training will explore strategies for communicating with management and supervisees for better results.</p> <p>Title IV-E Activities: General supervisory skills</p>	3 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
CPE In-Service Course	<p>Ethics Update for Changes in Ethics Codes Relevant to licensed Maryland Social Workers</p> <p>Attendees will be provided an overview of the most recent updates to ethical mandates relevant to licensed social workers in the state of Maryland: the Maryland Board of Social Work Examiners (MBSWE) Code of Ethics (COE) and the National Association of Social Workers (NASW) COE. Emphasis will be on the practice expectations of clinical social workers in the state of Maryland under these two ethics codes, with a special emphasis on the duty to warn based on updated case law and Maryland child abuse reporting laws.</p> <p>Title IV-E Activities: Ethics unrelated to the title IV-E state plan</p>	3 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
CPE In-Service Course	<p>Exploring the Ethics behind the Duty to Warn Participants will discuss the ethics of duty to warn as it relates to confidentiality and mandated reporting. Every social worker knows and understands the importance of the duty to warn, yet many do no report. It is imperative to understand the parameters and sanctions related to duty to warn. Discussion will focus on confidentiality dilemmas, mandated reporting, discrepancies in reporting, code of ethics, ethical framework model, and best practice techniques.</p> <p>Title IV-E Activities: Ethics related to the title IV-E state plan</p>	6 hours	Continuing Professional Education (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
CPE In-Service Course	<p>Protecting the Profession: How to Provide Supervision that Counts When supervision is performed well it can build clinical confidence and act as a protection against client harm and licensure sanctions. This workshop will examine tools aimed at fostering successful clinical supervision; such as supervision assessment, evaluation and feedback.</p> <p>Title IV-E Activities: Supervision</p>	3 hours	University of Maryland, School of Social Work (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 50% FFP after applying Title IV-E penetration rate
CPE In-Service Course	<p>Understanding and Exploring the Role of Attachment Deficits and Strengths Participants in this workshop will explore early attachment theories and models in relationship to overall mental and physical health. Participants will address the various deficits and strengths in attachment styles and learn key protective factors and resiliency concepts to help individuals thrive despite deficits in early childhood attachment.</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) SSW/Regional	Child welfare Supervisors and Workers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	Title IV-E Activities: Effects of attachment, strengthening and preserving families				
Foster/Adoptive / Kinship Parent In-Service Training	Answering Difficult Questions Learn how to enhance your communication and messaging skills as they relate to sexuality issues.	3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Bringing Healing to Our Children and Families This class provides an overview of all three TBRI (Trust-Based Relational Intervention) principles with a focus on healing past trauma through healthy attachments with Caregivers to ultimately attain three attachment goals (to give and receive care, negotiate their needs and be content with their autonomous self) for children with various trauma histories to reach their highest potential. The content is focused more on children.	3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Caring for LGBTQ Youth: An introduction for Resource Parents Do you want to learn more about LBGTQ youth? Are you unsure how to support gay and lesbian youth? This training will explore the broad range of gender identity and sexual orientation. This course will review inclusive terms and definitions. In addition to discussion and other interactive activities, local resources for children and families will be identified.	3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Complicated Children Learn why children with complicated histories behave the way they d and how to handle these behaviors to create long term change.	3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Digital Safety Through facilitated discussion, video, and practical demonstrations, participants will learn	3 hours	Child Welfare Academy	Resource Parent, Adoptive Parents, Kinship Parents In-	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
	about online safety and how to protect children from technology facilitated crimes. Topics of discussion will be: sexting, child pornography, sextortion, online predators, social networks, apps, sharing photos, peer to peer downloads, cyberbullying, the dark web, other dangers and additional resources.		SSW/Regional	service	
Foster/Adoptive / Kinship Parent In-Service Training	Fostering & Adopting Across Racial and Cultural Lines - What You Need to Know Families who foster and adopt trans-racially or trans-culturally are confronted with a unique set of issues and concerns that require careful thought, preparation and ongoing education. Some of the issues that might arise include: selecting a school and community that embraces differences, educating extended family members, responding to intrusive questions, and preparing your child to confront racism. This seminar is designed to educate prospective and current foster and adoptive parents about the important issues involved in trans-racial and trans-cultural adoption.	1 hour	Child Welfare Academy Webinar	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Making the Most of Visitation This workshop will introduce resource parents to the Icebreaker Tool in engaging families (biological and resource) to develop relationships structured to support the child while they stay in state custody. Icebreakers aren't FIMs or group consultations meetings, they are facilitated meetings conducted in non-threatening environment structured to support contact between all parties during the life of the case. Resource parents learn ways they can contribute positively to the biological parent's adjustment to their child being in care as well as enhance the visitation process to reach positive outcomes for Maryland's children and families.	3 hours	Child Welfare Academy SSW/Regional	Resource Parent, 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
Foster/Adoptive / Kinship Parent In-Service Training	<p>Navigating the Special Education and IEP Process</p> <p>This training covers the Individualized Education Program (IEP) process from eligibility to implementation of special education services. Participants will learn the basic timelines and parental rights related to the IEP process, how to prepare for an IEP meeting, and how to read and understand a student's IEP.</p>	1 hour	<p>Child Welfare Academy</p> <p>Webinar</p>	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	<p>Parenting and Teaching Our Children Connection</p> <p>Everything a child learns about relationships and community was first modeled as they viewed their parents engagement with her others. As our youth struggle to define themselves, peer relationships consistently prove to be the most challenging. This workshop provides safe space for caregivers to consider not only their unconscious interactions and thoughts about relationships, but also looks into intergenerational habits and its effect on the blossoming child. Participants will leave with 8 solid strategies for rebuilding the circle in their community and will commit to healthy relationships.</p>	3 hours	<p>Child Welfare Academy</p> <p>SSW/Regional</p>	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	<p>Supporting Our Children: Impacted By Incarceration</p> <p>Approximately 15-20% of children entering the child welfare system have an incarcerated parent. Two percent of incarcerated fathers and 8-10 % of incarcerated mothers have children in foster care, where the foster parent is not a relative. This training will help caregivers understand the impacts and trauma experienced by a child whose parent is incarcerated. Parents</p>	1 hour	<p>Child Welfare Academy</p> <p>Webinar</p>	Resource Parent, 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
	will leave with the tools necessary to help their children process their feelings, which may include fear, sadness, or anger.				
Foster/Adoptive / Kinship Parent In-Service Training	<p>Toileting Problems: Encopresis & Enuresis This workshop will provide an overview for resource parents in potty training. Specifically, it will focus on the signs that children are ready for potty training. It will discuss times when it's not good to start potty training and touch on those issues that can sometimes get in the way of successful potty training. Participants will be provided with tips and suggestions for beginning the potty training process. The workshop will also focus on how resource parents can create a supportive environment that promotes successful potty training for children in their care.</p>	3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	<p>Trust-Based Relational Intervention The first half of the day focuses on an introduction to TBRI. Trust-Based Relational Intervention is a model for caregiving created by Drs. Karyn Purvis and David Cross to meet the needs of "children from hard places." The second half of the day focuses on the Connecting Principle for TBRI. Trust-Based Relational Intervention is a model created to heal the hurts of "children from hard places." The heart of TBRI is learning to connect with a child. Participants will receive an overview of the Connecting Principle of TBRI, learning the foundation of attachment and why it is important to understand a child's relational and behavioral strategies. Participants will also learn how to disarm the fear response that is often quickly triggered in youth from hard places, as well as the importance of knowing what we</p>	5.5 hours	Child Welfare Academy SSW/Regional	Resource Parent, 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
	bring to the table as parents when working with youth in care in relation to our own attachment history.				
Foster/Adoptive / Kinship Parent In-Service Training	<p>Understanding Adverse Childhood Experiences (ACEs) Adverse Childhood Experiences (ACEs) are traumatic events that occur in a child's life. These events can include physical or sexual abuse, neglect, household dysfunction or witnessing violence. These types of events have a direct impact on children's developing brains and can have negative health and well-being outcomes as an adult. By learning more about ACEs and bringing that knowledge into our parenting of foster youth, we can target and explore factors that increase resiliency in children and families.</p>	3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	<p>Understanding the School Discipline Process This training will provide participants with an overview of school discipline, specifically suspension and expulsion, in Maryland public schools. Participants will leave with an understanding of students' due process rights related to school removals, special rights provided to students with disabilities, and alternatives for addressing inappropriate behavior.</p>	1 hour	Child Welfare Academy Webinar	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	<p>We are Family This is an interactive trauma-responsive training that seeks to educate families on how to integrate traumatized children into their family. We will review the developmental phases of a family. Participants will work on creating a family mission and wellness statement that demonstrates an understanding of trauma and its</p>	2 hours	Child Welfare Academy SSW/Regional	Resource Parent, 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
	<p>impact of family. Participants will be encouraged to identify a positive course of action family members will take to foster connection and decrease the re-traumatization of children as they integrate into the family.</p>				
<p>Foster/Adoptive / Kinship Parent In-Service Training</p>	<p>When Things are Really Hard - You May be Stuck in Blocked Care When Resource parents become exhausted, frustrated, and ready to give up with a child who is acting out, unappreciative and unrewarding, the parent may understandably be stuck in blocked care due to the stress they are experiencing. Based upon the work of Drs. Jon Baylin and Dan Hughes, this training will help resource parents understand that their brain - in blocked care - is a predictable response to toxic stress. Parents will develop self-compassion and learn strategies for increasing their capacity to empathize and reconnect with the child, as well as be a healing resource for them.</p>	2 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<p>Foster/Adoptive / Kinship Parent In-Service Training</p>	<p>Autism Spectrum Disorder – Considerations for Foster Parents Receive an overview of the prevalence, etiology and diagnostic criteria for Autism Spectrum Disorder. Participants will be able to identify typically developing children and those with ASD diagnosis.</p>	1 hour	Child Welfare Academy Webinar	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<p>Foster/Adoptive / Kinship Parent In-Service Training</p>	<p>Bridging the Gap The old adage, “no one cares what you know until they know that you care” is very true when working with children. This workshop will focus on the age appropriate expectations and disciplinary strategies. Participants will use what they’ve learned through their childhood experiences to help guide their discipline styles.</p>	2 hours	Child Welfare Academy SSW/Regional	Resource Parent, 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
Foster/Adoptive / Kinship Parent In-Service Training	<p>Bringing Healing to Our Children and Our Families This class provides an overview of all three TBRI (Trust-Based Relational Intervention) principles with a focus on healing past trauma through healthy attachments with Caregivers to ultimately attain three attachment goals (to give and receive care, negotiate their needs and be content with their autonomous self) for children with various trauma histories to reach their highest potential. The content is focused more on children.</p>	3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	<p>Decreasing Compassion Fatigue Caregivers will learn tools to help decrease compassion fatigue that can come from the stressors of everyday parenting.</p>	3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	<p>Discipline with a Foster/Adoption Care Twist There are numerous behavior management programs and discipline techniques that are effective for mainstream parenting, but may need to be adapted to meet the unique needs of adopted and foster children. Based on the work of Doris Landry, MS, this workshop will explore how elements of traditionally accepted approaches such as 123-magic, Love and Logic, time-out, and lecture can be tweaked for children with traumatic histories. The essential components of managing undesirable behavior and supporting positive behavior will be outlined and discussed.</p>	2 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	<p>Help Me Love This Child: When Loving Hurt Children Hurts the Family In Foster Care, we so often focus on the impact of trauma on the child, but what about the impact on the family of bringing a traumatized child into the home? Come learn about the impact of secondary trauma on parents and</p>	2 hours	Child Welfare Academy SSW/Regional	Resource Parent, 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
	<p>siblings and participate in an open discussion about self-care, boundary setting, and seeking help when a foster child's old hurts are impacting your day to day life.</p>				
<p>Foster/Adoptive / Kinship Parent In-Service Training</p>	<p>Joy, Loss, and the Holiday Season The holidays are a complicated time of year for many foster/adoptive families. This workshop will explore the impact that feelings of joy, loss, and grief can have on youth you are caring for. We will explore the emotions and behaviors that you might be “gifted” with during the holiday season. You will leave with a better understanding of how these underlying feelings amplify behavior and learn strategies on how to manage them.</p>	<p>1 hour</p>	<p>Child Welfare Academy Webinar</p>	<p>Resource Parent, Adoptive Parents, Kinship Parents In-service</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<p>Foster/Adoptive / Kinship Parent In-Service Training</p>	<p>Learning and the Effects of Trauma: What Parents and Schools Need to Know This class explores the impact of trauma on the brain and learning. Children who experience developmental, physical and emotional trauma often have difficulty in school. Challenges can include: trouble focusing, disruptive behaviors, anxiety, problems with executive functioning and managing social relationships. Upon completion of this class/webinar parents will be equipped to act as educational advocates for their child. They will have tools to help their child better access their education through supports available to them within and outside of the education system.</p>	<p>3 hours</p>	<p>Child Welfare Academy SSW/Regional</p>	<p>Resource Parent, Adoptive Parents, Kinship Parents In-service</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<p>Foster/Adoptive / Kinship Parent In-Service Training</p>	<p>Need a Hug? How to Avoid Burnout as a Foster Parent, and How to Promote Self-care This training will focus on helping resource parents understand secondary traumatic stress, vicarious trauma and burn out. It will discuss ways in which resource parents can strike a balance between addressing their own needs as</p>	<p>3 hours</p>	<p>Child Welfare Academy SSW/Regional Venue</p>	<p>Resource Parent, Adoptive Parents, Kinship Parents In-service</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
	well as the needs of the child. Participants will discuss various coping mechanisms to deal with stress. Participants will also reflect on their current self-care and strategize ways to integrate a self-care plan in their life.				
Foster/Adoptive / Kinship Parent In-Service Training	Parenting from the Trenches Children who are severely dys-regulated and attachment challenged often exhibit behaviors that are troubling and difficult to manage at best, and sometimes even frightening. This seminar examines "real-life" scenarios and offers practical suggestions for therapeutic parenting techniques that will promote and create healthy attachments and a more peaceful home environment.	3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Raising Children in Social Equity Understanding how racial trauma impacts child development. Learn mind-body medicine in discussing tough topics as well as how to promote positive racial identity.	3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Realities of Reunification Reunification is the first and most common goal for children in the foster care system, which resource parents learn early in their initial training, but the challenges of doing the work to support a child and family towards reunification, along with the emotional realities of loving a child and having to let go, can be harder to manage in real life. Learn how to face the challenges and process the realities with a former resource parent who has experienced it first hand and who professionally specializes in attachment and trauma.	2 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Supporting Our Children: Ideas For Parenting A Child Impacted By Parental Incarceration This presentation will begin with a discussion of child development that will include the effect of	3 hours	Child Welfare Academy SSW/Regional	Resource Parent, 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
	<p>trauma on the child. An introduction to ACEs will be a part of the discussion, with emphasis on proactive factors. Stories from children or shared by Moms who are incarcerated or children's caregivers will be shared. Many resources, including books for children on incarceration, emotions, abandonment and strength building, will be shared. This session will be interactive, informal and based on real situations and experiences.</p>				
<p>Foster/Adoptive / Kinship Parent In-Service Training</p>	<p>When Grief Comes Home This interactive workshop will explore how resource parents are impacted by the grief that they, and the children they care for, experience. If we are unaware of how children experience grief differently than adults, or of how our own grief impacts us, we are likely to miss opportunities to find growth and restoration after a loss, both for the children and for ourselves. Research has shown that taking care of ourselves benefits the children we care for. Resource parents experience grief and loss on many levels. This session will include learning to employ self-compassion and selected tools for increasing self-care skills of caregivers.</p>	<p>3 hours</p>	<p>Child Welfare Academy SSW/Regional</p>	<p>Resource Parent, Adoptive Parents, Kinship Parents In-service</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<p>Foster/Adoptive / Kinship Parent In-Service Training</p>	<p>Ambiguous Grief This presentation explores ambiguous grief (grieving someone who is still alive) in depth. It addresses the complexities of these losses, along with uses Pauline Boss's evidence-based approach to coping with ambiguous losses, both individually and as a family.</p>	<p>2-3 hours</p>	<p>Child Welfare Academy SSW/Regional</p>	<p>Resource Parent, Adoptive Parents, Kinship Parents In-service</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<p>Foster/Adoptive / Kinship Parent In-Service Training</p>	<p>Car Seat Safety 70% of car seats are being used incorrectly. Review current best practices, including selection, direction, location and installation of a car seat and proper harnessing.</p>	<p>1 hour</p>	<p>Child Welfare Academy Webinar</p>	<p>Resource Parent, Adoptive Parents, Kinship Parents In-service</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
Foster/Adoptive / Kinship Parent In-Service Training	<p>Grief 101: A framework for navigating grief and grief coping</p> <p>This is a general training that would work well if you want something that addresses myths and misconceptions about grief, basic tips and tools for coping, and outlines the range of grief experiences including a general discussion of non-death related losses.</p>	2-3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	<p>Healthy Sexuality & Teen Pregnancy Prevention</p> <p>This training will enhance communication and messaging skills as they relate to sexuality issues.</p>	6 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	<p>Openness in Adoption</p> <p>The culture around openness in adoption has changed significantly over the past 10-20 years, and many of us feel as if we're running to keep up! This training explores the varied nature of open adoption, and discusses how to prepare for the joys and challenges that can come with open adoption. We will discuss setting appropriate boundaries, answering difficult questions, and dealing with the often inconsistent nature of open adoption. We will also hear from adoptive families about their experiences with open adoption, and will hear from staff about their experiences guiding birth and adoptive families through the open adoption relationship.</p>	2 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	<p>Parenting and Teaching Our Child Connection</p> <p>This workshop provides safe space for caregivers to consider unconscious interactions and relationships, but also intergenerational habits and its effect on the blossoming child. Participants will leave with 8 solid strategies for rebuilding the circle in their community and will commit to healthy relationships.</p>	2-3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

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Foster/Adoptive / Kinship Parent In-Service Training	Resource Parent's Rights and the Court Process Learn about the topic from attorney and Maryland Resource Parent Ombudsman.	1 hour	Child Welfare Academy Webinar	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Social Media and Bullying Learn Various social media platforms, explore how they can be used effectively and appropriately, and identify concerns specifically around cyber-bullying.	1 hour	Child Welfare Academy Webinar	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Supporting Youth Impacted by Incarcerated Parents This training will help parents understand the impact of incarcerated parents on a child, and provide caregivers with the tools to help children process their feelings.	1-3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	When Things Are Really Hard, You Might Be Stuck in Blocked Care Parents will develop self-compassion and learn strategies for increasing their capacity to empathize and reconnect with their child, as well as be a healing resource for them.	2-3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Adolescence and Trauma - Understanding the Relationship This workshop outlines the developmental tasks of adolescence, including separation and individuation, and explores how each are severely impacted by trauma and the foster care experience. This overview provides a useful context for parents and staff as they attempt to make sense of the changes their foster youth is experiencing and support them as they encounter the challenges that are unique to this developmental period. This workshop also offers tools and strategies to parents for understanding behavior and responding in a trauma-informed way that promotes healing and preserves the parent/child relationship.	3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

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Foster/Adoptive / Kinship Parent In-Service Training	Beyond Cutting-Self-Injury Behaviors This workshop will examine the various forms of self-injuries behavior that go beyond cutting. Various issues will be discussed including forms of injury, risk factors, brain development, co-morbidity, nonsuicidal self-injury diagnosis and treatment modalities.	2-3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Children in Foster Care: Understanding the Need for Identify Formation This class seeks to help resource parents understand: what is identify formation; why it's important for children who have experience complex trauma and how to support the process of identify formation.	1-3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Discipline: Finding Children's Strengths in the Oddest Places Do you have a love/hate relationship with discipline? Do you question whether you're doing it "right"? If so, then you are a normal parent! It is very easy to fall into the trap of focusing on negative behaviors and what is not going right. Join the discussion that will leave you feeling inspired and with tangible skills and ideas on how tackle situations from a different perspective.	2 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Drug related death and addiction: The impact on Families This workshop will address the language of addiction and loss and how to talk to and support children affected by these.	2-3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Healing Relationships of Traumatized Children Participants will gain a basic understanding of trauma and its impact on youth in care and leave with applicable tools for building therapeutic, healing relationships.	3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-	Holding it Together - Disruption Prevention There are times when foster and adoptive	3 hours	Child Welfare Academy	Resource Parent, Adoptive Parents,	Title IV-E Training at 75% FFP after applying Title IV-

Training Activity	Course	Duration	Provider/Venue	Audience	Cost Allocation
Service Training	parents become so overwhelmed with the challenges of caring for a complicated and hurt child that they want to quit. This seminar will explore the stages of disruption, discuss its impact on parents and children, and outline prevention strategies to help families stay together, even through the most trying times. Emphasis will be placed on preparing families to raise a hurt child, providing tools to support families when life gets tough, preventing disruption when possible, and guiding families through the process of disruption when there is no other option.		SSW/Regional	Kinship Parents In-service	E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Home Safety This webinar will increase awareness on how to have your home licensed when caring for children in foster care, and how to keep your family safe.	1-3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	How to Parent the Wounded Child - A Look at Trauma, Attachment, and Healing This workshop will help resource parents better understand the behaviors of a child who has been hurt by trauma and broken attachments. Parents will learn how early childhood harm and neglect from trusted adults impacts a child's brain development and ability to regulate emotions. Participants will come away with greater appreciation for their own capacity to parent therapeutically and to help the children in their care heal.	3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Managing the Triad There are many joys that come with creating a family through adoption and guardianship. Still, adoptive/guardianship parents, adoptees, and birth parents often experience their own unique feelings of loss, rejection, guilt and shame. Some children have ongoing relationships with their birth parents and/or families, while for	3 hours	Child Welfare Academy SSW/Regional	Resource Parent, 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
	<p>others there is no contact. However, birth parents continue to exist in children’s memories, imaginations, and dreams. It is up to parents to help their children navigate relationships that are confusing, sometimes hurtful, yet always important to their developing sense of self. In this training, parents will come away with a better understanding of the different perspectives each member of the triad brings and how to better support their children, while taking care of themselves emotionally in the process.</p>				
<p>Foster/Adoptive / Kinship Parent In-Service Training</p>	<p>Mindful Parenting Mindful parenting encompasses the conscientious alignment and acknowledgment of one’s child as a whole being experiencing life. This sounds tricky I know but with mindful parenting it doesn’t have to be. When we communicate our expectations clearly, concisely and consistently our children are never surprised and we are therefore being mindful. In this workshop we will discuss some tools to support on this journey of parenting. Do we do it everyday, maybe not however mindful parenting implies just that, that we are aware of our actions, thoughts words and deeds and how they may impact our children. Let’s explore techniques, tools and actions one may use to parent mindfully.</p>	<p>1-3 hours</p>	<p>Child Welfare Academy SSW/Regional</p>	<p>Resource Parent, Adoptive Parents, Kinship Parents In-service</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<p>Foster/Adoptive / Kinship Parent In-Service Training</p>	<p>My Birth Mother “Friended” Me: Being Proactive Before & After Contact through Social Networking Many adopted youth yearn for information about their birth family, and social media makes it very easy for them to search and make those connections. Adoptive and foster parents may feel betrayed and conflicted, especially when contact occurs without their prior knowledge or consent. More importantly, they may be unsure</p>	<p>3 hours</p>	<p>Child Welfare Academy SSW/Regional</p>	<p>Resource Parent, Adoptive Parents, Kinship Parents In-service</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

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	how to help their child navigate this complicated journey in a healthy and appropriate way. This seminar will explore the complex issue of adoption and social media, and will offer families practical guidance and support.				
Foster/Adoptive / Kinship Parent In-Service Training	Opioid Related Death: The Impact on Families This workshop will address the language of addiction and loss and how to talk to and support children affected by these.	1 hour	Child Welfare Academy Webinar	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Overview of Child Sex Trafficking Understand what human trafficking is, including the sex and labor trafficking of minors. Identify red flags, potential victims, myths and misconceptions.	1 hour	Child Welfare Academy Webinar	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Sexualized Behavior in Children and Teens Learn an overview of “typical” childhood sexual behavior & development, and influences on healthy vs. unhealthy patterns. Participants will explore their own beliefs related to sexuality and common myths & realities of childhood sexual abuse.	3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Teach Your Child to Chill We will discuss how stress impacts brain development and behavior through the lifespan. The training will also help you learn the MOST powerful tool to changing your child's life.	2-3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	Understanding and Recognizing Trauma Behaviors This interactive workshop will allow participants the opportunities to understand definitions of trauma and learn how trauma impacts development and behavior across the lifespan. Participants will also be able to identify practical intervention strategies to employ in daily practice for self-care, and as a means of support for children in foster care.	2 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

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	Vignettes and scenarios will be used to allow participants to identify best strategies to employ when faced with opportunities to support children impacted by trauma.				
Foster/Adoptive / Kinship Parent In-Service Training	<p>We Are Family This is an interactive trauma-responsive training that seeks to educate families on how to integrate traumatized children into their family. We will review the developmental phases of a family. Participants will work on creating a family mission and wellness statement that demonstrates an understanding of trauma and its impact of family. Participants will be encouraged to identify a positive course of action family members will take to foster connection and decrease the re-traumatization of children as they integrate into the family.</p>	2 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive / Kinship Parent In-Service Training	<p>Working Together to Create Safe Spaces in My Home This interactive training will provide participants the opportunity to work together to identify safe spaces, words, and communication styles to support children impacted by trauma. Participants will create a ‘Safe Spaces’ map that will allow them to identify spaces within their home to be used to provide comfort for themselves and their children. Participants will also identify self-care strategies to employ that will assist them in modeling healthy behaviors and healthy emotion regulation.</p>	3 hours	Child Welfare Academy SSW/Regional	Resource Parent, Adoptive Parents, Kinship Parents In-service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate