A partnership of the University of Maryland School of Social Work and the Maryland Department of Human Resources (DHR)

The University of Maryland School of Social Work (UMB SSW) Training Program is authorized to sponsor social work continuing professional education credits by the Maryland State Board of Social Work Examiners.

CWA Training opportunities are open to Maryland State Department of Human Resources Child Welfare Staff and Resource Parents.

Child Welfare Academy
525 West Redwood Street
Baltimore, MD 21201
410.706.3637
www.family.umaryland.edu/cwa

Table of Contents

3 Newsworthy Notes
4 On the Horizon
5 Pre-Service Competency-Based Training
6 Pre-Service Training Schedule
7 CPE Training Opportunities
8 Continuing Education Workshops
9 CWA LearnCenter
10 New! Continuing Education Offerings
12 Webinars
14 Continuing Education Workshop Schedule (April, May, June)
21 A to Z Workshop Descriptions
Inclement Weather Policy

In the event of inclement weather, the training schedule will follow the Maryland State Government delay and closings. If the MD state government has liberal leave, the training is cancelled. If the MD state government has a delayed opening, training will follow the delay time frame.

This new policy affects all trainings (Pre-Service and In-Service) held in Baltimore at the School of Social Work, as well as regionally in the local departments. Please check the CWA’s Delay/Cancellation Line at 410-706-3637. Option 5 will provide a daily announcement related to either Pre-Service or In-Service training by 6:30 am.

In-Service Attendance Policy

Continuing Education Units (CEU) will only be provided for full attendance of an in-service training. No longer will staff receive partial credit for attending portions of the training.

Individuals who miss more than 30 minutes of a training for any reason will not be eligible to receive CEUs for their participation.

Staff who miss more than 30 minutes of training are welcome to audit the class.

*Please note that a separate attendance policy applies to Pre-Service Training. Participants will receive notification of the policy with their registration confirmation notice.
Spring is a time of renewal and new beginnings!

The Child Welfare Academy is pleased to announce the launch of our new learning management system (LMS). The LearnCenter will be your central learning hub where you can register for classes, maintain a record of past, current and upcoming courses, and even download copies of CEU certificates as needed. Under the new system, you will be able to access information more easily and efficiently, and will have greater control over your personal learning plan.

In order to get started in the new system, you will first need to complete a one-time registration form. You will receive two email messages within 24 hours of registration form submission. One will confirm your username, and the other will provide you with a temporary password. You can then use the link provided to you in either of those emails to begin searching and registering for spring courses.

We recognize that change can be difficult, and you may have questions or concerns about the new LMS. If you require any assistance, please feel free to contact Jill Carter, jcarter@ssw.umaryland.edu.

You can access the registration link by clicking here.

Workshop CEUs
Beginning April 1, 2015, full day classes will be held 9 am - 4 pm. As a result, 5.5 CEUs will be issued for attendance.
Pre-Service Training is required by Maryland Law for new employees providing child welfare services. New staff should be registered for Pre-Service Training as soon as possible after beginning employment and are expected to attend the Pre-Service cycle for which they have been registered. The training consists of topical areas referred to as modules.

Module I  Foundations of Practice

Module II  Indications and Dynamics of Abuse and Neglect

Module III  Engaging Children and Families

Module IV  Conducting Family Centered Assessments

Module V  Planning with the Family

Module VI  Working Effectively with the Court

Process for Pre-Service Registration

So that pre-service needs are addressed in a timely fashion, new child welfare employees are registered for Pre-Service Training by local DSS Personnel Liaisons as soon as possible after beginning employment. In some cases, employees have been able to begin pre-service training within days of beginning their employment, resulting in trained staff being available more quickly to provide services to the families and children served by DHR. The Training Program will confirm enrollment and provide directions for registered trainees.

Pre-Service Training and Testing Accommodations

The Child Welfare Academy is committed to providing training to a diverse group of child welfare professionals. Included in this group are qualified staff that have impairments, functional limitations, and/or disabilities. DHR and the Academy wish to facilitate the training of such staff and make reasonable accommodations in order to promote learning and performance.

All staff who attend the Academy’s Pre-Service Competency Training may submit requests for possible accommodations to the Examination Services Unit within the DHR to determine whether accommodations are appropriate and to what extent they will be provided.

DHR will review accommodation requests and notify the Academy when supportive services are needed. The Department of Human Resources and the Child Welfare Academy are committed to providing a training environment that enables all participants to be successful. In compliance with the Americans with Disabilities Act and to ensure accessibility to all staff, please contact your LDSS Personnel Liaison or DHR’s Examination Services Unit if you have questions or are in need of any accommodations. The contact number for the Examinations Services Unit is 410-767-7414.
### Pre-Service Training Schedule

LDSS Personnel Liaisons, to register CLICK HERE or go to http://cf.umaryland.edu/ssw_online/calendar.cfm?audience=CWAPS

<table>
<thead>
<tr>
<th>Module</th>
<th>Cycle 7-15</th>
<th>Cycle 8-15</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>04/14</td>
<td>06/02</td>
</tr>
<tr>
<td></td>
<td>04/15</td>
<td>06/03</td>
</tr>
<tr>
<td></td>
<td>04/16 CHESSIE</td>
<td>06/04 CHESSIE</td>
</tr>
<tr>
<td>II</td>
<td>04/20 ONLINE</td>
<td>06/08 ONLINE</td>
</tr>
<tr>
<td></td>
<td>04/22</td>
<td>06/10</td>
</tr>
<tr>
<td></td>
<td>04/23</td>
<td>06/11</td>
</tr>
<tr>
<td></td>
<td>04/24</td>
<td>06/12</td>
</tr>
<tr>
<td>III</td>
<td>04/27 ONLINE</td>
<td>06/15 ONLINE</td>
</tr>
<tr>
<td></td>
<td>04/28</td>
<td>06/16</td>
</tr>
<tr>
<td></td>
<td>04/29</td>
<td>06/17</td>
</tr>
<tr>
<td></td>
<td>04/30 CHESSIE</td>
<td>06/18 CHESSIE</td>
</tr>
<tr>
<td>IV</td>
<td>05/04 ONLINE</td>
<td>06/22 ONLINE</td>
</tr>
<tr>
<td></td>
<td>05/05 CHESSIE</td>
<td>06/23 CHESSIE</td>
</tr>
<tr>
<td></td>
<td>05/06 CHESSIE</td>
<td>06/24 CHESSIE</td>
</tr>
<tr>
<td></td>
<td>05/07 CANS</td>
<td>06/25 CANS</td>
</tr>
<tr>
<td>V</td>
<td>05/11 ONLINE</td>
<td>06/29 ONLINE</td>
</tr>
<tr>
<td></td>
<td>05/12</td>
<td>06/30</td>
</tr>
<tr>
<td></td>
<td>05/13</td>
<td>07/01</td>
</tr>
<tr>
<td></td>
<td>05/14 RP</td>
<td>07/02 RP</td>
</tr>
<tr>
<td></td>
<td>05/15 CHESSIE</td>
<td>07/06 CHESSIE</td>
</tr>
<tr>
<td>VI</td>
<td>05/18</td>
<td>07/07</td>
</tr>
<tr>
<td></td>
<td>05/19</td>
<td>07/08</td>
</tr>
<tr>
<td></td>
<td>05/20</td>
<td>07/09</td>
</tr>
<tr>
<td></td>
<td>05/21</td>
<td>07/10</td>
</tr>
</tbody>
</table>

**NOTE:** CANS is held on Day 4 of Module IV.
The school of Social Work’s Continuing Professional Education (CPE) Program offers training on a number of topics relevant to social workers. Some of the workshops offered have been identified by the Child Welfare Academy (CWA) as appropriate to meet the unique continuing education needs of veteran child welfare workers, supervisors, and administrators. The approved workshops were selected based on content related to knowledge, skills, and competencies identified by the Child Welfare Academy and the Maryland Department of Human Resources as important and relevant for child welfare professionals who have completed pre-service training and core foundation courses offered by CWA.

Specialized, competency-based child welfare education and professional development are central to developing and maintaining a skilled and committed child welfare workforce. The combination of CWA in-service courses and approved CPE courses provides child welfare staff with a full array of training options to meet their ongoing professional development needs.

Each local Department of Social Services has been allocated a specific number of slots for CPE approved workshops, and has an assigned agency coordinator who must approve and register participants. Individuals who are interested in attending an approved CPE course should contact the assigned agency coordinator or administrator in their local department for approval.

A full listing of approved course can be found at:

http://www.ssw.umaryland.edu/cpe/
Continuing Education Workshops

**New! Registration Process for In-Service Continuing Education Workshops**

All registration for Continuing Education Workshops must be completed online.

In order to get started in the new LearnCenter, you will first need to complete a one-time registration form. You will receive two email messages within 24 hours of registration form submission. One will confirm your username, and the other will provide you with a temporary password. You can then use the link provided to you in either of those emails to begin searching and registering for spring courses.

You will still be able to view courses in alphabetical order (A to Z Listing of Courses), as well as by date order, and, something new, by category.

**Cancellation Process for Continuing Education Workshops**

Child Welfare employees who register for training but who do not attend, for whatever reasons, may prevent those on a waiting list from advancing on the list and ultimately obtaining a seat in the training session. Please recognize the importance and value of cancelling in advance. If employees are registered to attend more than one workshop and must cancel, cancellation of each workshop is required.

Cancellations greater than two days from the offering should be made within the LearnCenter by dropping the class. Less than two days, please email CWATraining@ssw.umaryland.edu.

**Beyond the Basics Workshops**

Child Welfare workers who have completed Pre-Service Training should note the following workshops that are being offered this quarter:

- A Journey to Remember: The Caseworker’s Role in the Road to Recovery
- Advanced CPS Interviewing
- Advanced FIM Facilitation: Managing Challenging Behaviors
- Advanced FIM: Reframing Strengths and Concerns
- Alternative Response Skills and Practice
- Assessing and Planning Using the SoS Framework: Experienced Worker and Supervisor Training, 1-day
- Beyond Meditation: Mindfulness in the Workplace
- Boundaries and Dual Relationships, ½-day
- Competency of the Child Welfare Professional
- Concurrent Planning: Promoting Permanence for Children
- Dignity and Worth of a Person
- DSM V: Use of the New Mental Health Diagnosis Criteria in Child Welfare
- Engaging Fathers and Paternal Kin
- Family Centered Planning: Recipes for Success
- FIM Facilitation, 3-day
- FIM: Role of the Worker and Facilitator, 1-day
- From Good to Great: Maximizing Skills to Enhance AR Practice
- Gangs II
- Hear ye! Hear ye! Strategies for Using the CINA Court Process to Achieve Permanency for Children
- Intimate Partner Violence: Dynamics, Assessment and Intervention Strategies
- Making the Most of Family Visits
- Role of the Supervisor in a Trauma Informed Child Welfare System
- SAFE Interviewing Skills Workshop
- SAFE Refresher Training
- SAFE Supervisor’s Training
- SAFE Training for Home Study Practitioners and their Supervisor, 2-day
- Safety Awareness for Child Welfare Professionals
- Secondary Traumatic Stress
- Shattered Images: Self Identity and Teen Girls
- Signs of Safety: The Supervisor’s Role in Implementation
- Silent Victims: Children of Incarcerated Parents
- SoS: Booster Training, ½-day
- SoS: Growing our Practice, ½-day
- The Emotionally Intelligent Supervisor
- Trauma Informed Casework
- Trauma Survivors as Parents
- Using Critical Thinking to Enhance Child Welfare Assessments
- WEBINAR: Creating a Work Environment that Supports Training Transfer
- WEBINAR: From the Classroom to the Field: Transfer of Learning in Child Welfare
- WEBINAR: The Impact of Teen Dating Violence on Maryland’s Youth
- WEBINAR: The Participant’s Role in Transfer of Learning
- WEBINAR: When Domestic Violence is a Factor: Best Practices for Child Welfare Workers
- Working with Families of Substance-Exposed Newborns, ½-day
- Working with Offenders
- Writing Skills for Exceptional Case Documentation
- You Are Not Alone: A Comprehensive Framework for Working with Undocumented/unaccompanied Children in Foster Care

Courses in blue denote New! offerings.
CWA LearnCenter Training Catalog

As in our old system, the CWA LearnCenter provides multiple ways to search for workshops and webinars. The CWA LearnCenter lets you search by category/topic, A to Z, by date, or by what’s new.

Workshops that are 3 or more days will be found under a Learning Plan. Unless otherwise indicated, Learning Plans require attendance all the days indicated.

If you have difficulty figuring out how to do something in the LearnCenter, please visit the FAQ page for instructions.

Advanced Courses for Supervisors/Administrators

CWA offers a number of trainings that are relevant and appropriate for child welfare staff at all levels including supervisors, administrators and front-line workers. Recognizing that supervisors/administrators have unique needs, the Child Welfare Academy also offers several, more advanced level courses that go beyond the basics. Below is a listing of spring courses that may be of particular interest to child welfare supervisors. They can be found under the Supervisors and Administrators Category.

• Advanced CPS Interviewing
  June 10, 2015, UMB-SSW • 9:00 am - 4:00 pm • 5.5 CEUs

• Assessing and Planning Using the SoS Framework: Experienced Worker and Supervisor Training, 1-day
  April 9, 2015, St. Mary's County DSS • 9:00 am - 4:00 pm • 5.5 CEUs
  June 9, 2015, Harford County DSS • 9:00 am - 4:00 pm • 5.5 CEUs

• Family Involvement Meeting (FIM): Role of the Worker and Supervisor, 1-day
  April 28, 2015, Anne Arundel County DSS • 9:00 am - 4:00 pm • 5.5 CEUs

• From Good to Great: Maximizing Skills to Enhance AR Practice
  May 14, 2015, One Stop Job Center • 9:00 am - 4:00 pm • 5.5 CEUs
  June 2, 2015, Caroline County Health Department • 9:00 am - 4:00 pm • 5.5 CEUs

• Role of the Supervisor in a Trauma Informed Child Welfare System
  June 25, 2015, UMB-SSW • 9:00 am - 4:00 pm • 5.5 CEUs

• Signs of Safety (SoS): The Supervisor’s Role in Implementation
  June 10, 2015, UMB-SSW • 9:00 am - 4:00 pm • 5.5 CEUs

• The Emotionally Intelligent Supervisor
  June 16, 2015, Anne Arundel County DSS • 9:00 am - 4:00 pm • 5.5 CEUs

• WEBINAR - From the Classroom to the Field: Transfer of Learning in Child Welfare
  June 4, 2015, Online • 10:30 am - 12:00 pm • 1.5 CEUs

• WEBINAR - Creating an Environment that Supports Training Transfer
  August 6, 2015, Online • 10:30 am - 12:00 pm • 1.5 CEUs
**New! CONTINUING EDUCATION OFFERINGS**

**CATEGORY: COURT**  
**HEAR YE! HEAR YE! STRATEGIES FOR USING THE CINA COURT PROCESS TO ACHIEVE PERMANENCY FOR CHILDREN**  
June 2, 2015, Frederick County DSS • 9:00 am - 4:30 pm • 5.5 CEUs

All foster care cases require court involvement. Therefore, it is essential for child welfare workers to not only understand the court process, but also have concrete strategies to work effectively with all parties involved including the child/youth, family, attorneys, CASA and other community supports. This interactive training will provide a unique perspective of the court process through the eyes of the attorney, judge and LDSS parties, with representatives from each group on hand to offer insights, suggestions and tips for working together in a collaborative manner to achieve safety, permanency and well-being outcomes for youth in care. Participants will discuss the court process from start to finish, exploring ways to enhance their practice of planning for court, preparing the parents and children for court hearings and all possible outcomes, testifying, and finally preparing themselves for potential developments and unexpected results. There will also be an emphasis on how to learn from mistakes and avoid them in the future.

**CATEGORY: CHILD PROTECTIVE SERVICES**  
**CHILD PROTECTION SERIES: WORKING WITH OFFENDERS**  
April 8, 2015, UMB-SSW • 9:00 am - 4:00 pm • 5.5 CEUs

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 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.

**ADVANCED CPS INTERVIEWING**  
June 10, 2015, UMB-SSW • 9:00 am - 4:00 pm • 5.5 CEUs

This workshop is specially designed to allow for peer to peer learning and intense practice of CPS 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. Local departments are encouraged to register units in order to maximize the benefits of the training.

Please be advised that the following courses must be taken prior to this Advanced Interviewing class: Dynamics of Maltreatment and the Impact on Interviewing; Dynamics of Child Sexual Abuse and the Impact on Safety and Service Planning; and Working with Offenders.
New! CONTINUING EDUCATION OFFERINGS

CATEGORY: SUBSTANCE ABUSE
WORKING WITH FAMILIES OF SUBSTANCE-EXPOSED NEWBORNS, ½-DAY
May 7, 2015, Frederick County DSS • 9:00 am - 4:00 pm • 5.5 CEUs
May 21, 2015, Anne Arundel County DSS • 9:00 am - 4:00 pm • 5.5 CEUs

The birth of a substance-exposed newborn is often a crisis, and a pivotal point in the life of the infant and family. The Chinese word for crisis is composed of two characters, one representing “danger” and the other representing “opportunity.” This workshop is designed to help participants develop their knowledge, skills and expertise in assessing the level of safety and risk and promoting the potential for change. Participants will learn about substance use disorders and treatment, the impact of prenatal substance use on birth outcomes and child development, and the effects of active substance use on parenting. Through self-reflection, experiential activities, and discussion, participants will better understand how their own values, beliefs, and experiences regarding substance use and abuse influence their work.

CATEGORY: SPECIAL INTEREST
YOU ARE NOT ALONE: A COMPREHENSIVE FRAMEWORK FOR WORKING WITH UNDOCUMENTED/UNACCOMPANIED CHILDREN IN FOSTER CARE
May 13, 2015, Montgomery County DHHS • 9:00 am - 4:00 pm • 5.5 CEUs
June 11, 2015, UMB-SSW • 9:00 am - 4:00 pm • 5.5 CEUs

The number of undocumented/unaccompanied minors entering the United States has increased steadily since 2010, with over 60,000 children reaching our border last year alone. This workshop will cover the root causes of their migration and the processes and agencies involved once they enter the United States, as well as provide an overview of the immigration laws and obligations related to enforcement and consequences of failure to comply. The negative impact of detention on children and youth in foster care, and what happens when children and youth are sent back to their homeland will also be addressed. With the aid of case studies, participants will be able to elaborate on a comprehensive case plan, taking into account trauma-informed care, and what to do if there are drug, criminal and/or gang dynamics. Immigration related resources and referral information will also be provided.

CATEGORY: SUPERVISORY SKILLS, TRAUMA
ROLE OF THE SUPERVISOR IN A TRAUMA INFORMED CHILD WELFARE SYSTEM
June 25, 2015, UMB-SSW • 9:00 am - 4:00 pm • 5.5 CEUs

This workshop is designed to provide seasoned supervisors with a clear understanding of trauma and its impact on children, families and child welfare professionals, as well as the importance of trauma-informed child welfare practice. Participants will explore their role in creating a trauma-informed system of care through standards of practice, staff development and effective supervision so that workers are better equipped to partner with families to achieve desired safety, permanency and well-being outcomes.
WEBINARS

THE IMPACT OF TEEN DATING VIOLENCE ON MARYLAND’S YOUTH
April 16, 2015, Online • 10:30 am - 12:00 pm • 1.5 CEUs

Teen dating violence is a widespread issue that can take many forms and has significant short and long term effects. This webinar will examine the prevalence and impact of teen dating violence, as well as red flags and potential risk and protective factors. Populations of especially vulnerable teens, such as LGBTQ youth, young women and girls, homeless and runaway youth, those in foster care, those being trafficked or turning to survival sex, and those who have unintended pregnancies will also be discussed.

WHEN DOMESTIC VIOLENCE IS A FACTOR: BEST PRACTICES FOR CHILD WELFARE WORKERS
May 6, 2015, Online • 10:30 am - 12:00 pm • 1.5 CEUs

In order to thrive, children need a safe and secure home environment where they feel protected and loved. When their sense of security is shattered by domestic violence, children can suffer a range of severe and lasting effects. This webinar will explore the dynamics and impact of domestic violence on child witnesses, with an emphasis on trauma-informed practices and approaches.

Participants will gain a working knowledge of what trauma is, how it manifests in children and non-offending parents, how it impacts parenting styles and the parent-child relationship, and strategies for intervening and creating physical and psychological safety for children who have been traumatized due to domestic violence. Evidence-based strategies that parents and workers can use to promote child resiliency will be identified and discussed. Techniques for engaging and working with both the offending and non-offending parent will also be addressed.

PRESENTED BY
Amber Guthrie
Project Manager of Coalition Training and Technical Assistance
and
Erin Boguski
Director of Training and Service
of the Maryland Network Against Domestic Violence

Maryland Network Against Domestic Violence
WEBINARS

FROM THE CLASSROOM TO THE FIELD: TRANSFER OF LEARNING IN CHILD WELFARE
June 4, 2015, 10:30 am - 12:00 pm • 1.5 CEUs

Presented by Jennifer Kelman, PhD, Director, Child Welfare Academy
Primary Target Audience: Caseworkers, Supervisors and Administrators

Transfer of learning refers to the application of knowledge, attitudes and skills gained in a training setting to actual practice in the field. Unfortunately, learning that occurs in the classroom does not always translate to performance on the job, leaving workers and supervisors feeling frustrated. This webinar will provide a foundation and framework for understanding transfer of learning principles and practices. Participant, training, and organizational factors that both support and potentially limit transfer of learning in child welfare will be examined.

THE PARTICIPANT’S ROLE IN TRANSFER OF LEARNING
July 14, 2015, 10:30 am - 12:00 pm • 1.5 CEUs

Presented by Frances Williams-Crawford, MSW, LCSW-C, Training Specialist, Child Welfare Academy
Primary Target Audience: Caseworkers; open to Supervisors and Administrators

A significant amount of research has been done examining factors that influence training transfer. While training design and delivery play a critical role, there is increasing recognition that participant factors such as individual motivation, personality, expectations and aptitude all influence transfer of learning from the classroom to the field. This webinar will examine learner characteristics that impact TOL with a focus on actionable strategies the learner can employ to better ensure training transfer.

CREATING A WORK ENVIRONMENT THAT SUPPORTS TRAINING TRANSFER
August 6, 2015, 10:30 am - 12:00 pm • 1.5 CEUs

Presented by Elisa Medina, MSW, LCSW-C, Training Specialist, Child Welfare Academy
Primary Target Audience: Supervisors and Administrators; open to Caseworkers

While training is important, training alone is not enough to ensure application of learning to child welfare work in the field. Work environment factors such as supervisor support, time and adequate resources also play a role in whether or not new learning is used and maintained over time. Brain science suggests that learning must be consistently practiced, supported and reinforced in order to be applied, so what happens before, during and after training really does matter! Without a collaborative approach and long-term commitment to learning transfer, the time and resources invested in training may never translate into effective job performance. This webinar will examine the critical role that child welfare supervisors and administrators play in the application of classroom learning to the job.
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>SoS: Booster Training, ½-day</td>
<td>Dorchester County DSS 627 Race Street Cambridge, MD 21613</td>
</tr>
<tr>
<td>1</td>
<td>SoS: Growing our Practice, ½-day</td>
<td>Dorchester County DSS 627 Race Street Cambridge, MD 21613</td>
</tr>
<tr>
<td>7-8</td>
<td>SAFE Training for Home Study Practitioners and their Supervisor, 2-day</td>
<td>UMB SSW 525 West Redwood Street Baltimore, MD 21201</td>
</tr>
<tr>
<td>7</td>
<td>Trauma Informed Casework</td>
<td>Anne Arundel County DSS 7500 Ritchie Highway Glen Burnie, MD 21061</td>
</tr>
<tr>
<td>8</td>
<td>Working with Offenders <em>New!</em></td>
<td>UMB SSW 525 West Redwood Street Baltimore, MD 21201</td>
</tr>
<tr>
<td>9</td>
<td>Assessing and Planning Using the SoS Framework: Experienced Worker and Supervisor Training, 1-day</td>
<td>St. Mary’s County DSS 23110 Leonard Hall Drive Leonardtown, MD 20650</td>
</tr>
<tr>
<td>9</td>
<td>SAFE Supervisor’s Training</td>
<td>UMB SSW 525 West Redwood Street Baltimore, MD 21201</td>
</tr>
<tr>
<td>15</td>
<td>Ethics - Competency of the Child Welfare Professional, ½-day</td>
<td>Caroline County Health Department 403 S. Seventh Street Denton, MD 21629</td>
</tr>
<tr>
<td>16</td>
<td>WEBINAR: The Impact of Teen Dating Violence on Maryland’s Youth <em>New!</em></td>
<td>Online</td>
</tr>
<tr>
<td>16</td>
<td>Writing Skills for Exceptional Case Documentation</td>
<td>Harford County DSS 2 S. Bond Street Bel Air, MD 21014</td>
</tr>
</tbody>
</table>
## Continuing Education Workshops

### April 2015

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Location</th>
</tr>
</thead>
</table>
| 20   | Safety Awareness for Child Welfare Professionals | Worcester Co. DSS  
424 Market Street  
Snow Hill, MD 21863 |
| 21   | Advanced FIM Facilitation: Managing Challenging Behaviors | Dorchester County DSS  
627 Race Street  
Cambridge, MD 21613 |
| 21   | Alternative Response Skills and Practice | UMB SSW  
525 West Redwood Street  
Baltimore, MD 21201 |
| 22   | Engaging Fathers and Paternal Kin | Prince George’s County DSS  
925 Brightseat Road  
Landover, MD 20785 |
| 24   | Beyond Meditation: Mindfulness in the Workplace | Frederick County DSS  
100 East All Saints Street  
Frederick, MD 21705 |
| 28   | Family Involvement Meeting (FIM): Role of the Worker and Supervisor, 1-day | Anne Arundel County DSS  
7500 Ritchie Highway  
Glen Burnie, MD 21061 |
| 28   | Using Critical Thinking to Enhance Child Welfare Assessments | Washington County DSS  
122 N. Potomac Street  
Hagerstown, MD 21741 |
<table>
<thead>
<tr>
<th></th>
<th>Workshop Title</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>Ethics - Dignity and Worth of a Person, ½-day</td>
<td>Anne Arundel County DSS 7500 Ritchie Highway Glen Burnie, MD 21061</td>
</tr>
<tr>
<td>5</td>
<td>Advanced FIM: Reframing Strengths and Concerns</td>
<td>Dorchester County DSS 627 Race Street Cambridge, MD 21613</td>
</tr>
<tr>
<td>5</td>
<td>Secondary Traumatic Stress</td>
<td>UMB SSW 525 West Redwood Street Baltimore, MD 21201</td>
</tr>
<tr>
<td>5</td>
<td>Gangs II</td>
<td>Washington County DSS 122 N. Potomac Street Hagerstown, MD 21741</td>
</tr>
<tr>
<td>6</td>
<td>WEBINAR: When Domestic Violence is a Factor: Best Practices for Child Welfare Workers New!</td>
<td>Online</td>
</tr>
<tr>
<td>7</td>
<td>Working with Families of Substance-Exposed Newborns, ½-day New!</td>
<td>Frederick County DSS 100 East All Saints Street Frederick, MD 21705</td>
</tr>
<tr>
<td>7</td>
<td>Concurrent Planning: Promoting Permanence for Children, ½-day</td>
<td>Talbot County DSS 301 Bay Street Easton, MD 21601</td>
</tr>
<tr>
<td>12</td>
<td>Intimate Partner Violence: Dynamics, Assessment and Intervention Strategies</td>
<td>UMB SSW 525 West Redwood Street Baltimore, MD 21201</td>
</tr>
<tr>
<td>13</td>
<td>Making the Most of Family Visits New!</td>
<td>UMB SSW 525 West Redwood Street Baltimore, MD 21201</td>
</tr>
<tr>
<td>13</td>
<td>You Are Not Alone: A Comprehensive Framework for Working with Undocumented/unaccompanied Children in Foster Care New!</td>
<td>Montgomery County DHHS 1301 Piccard Drive Rockville, MD 20874</td>
</tr>
<tr>
<td>Date</td>
<td>Title</td>
<td>Location</td>
</tr>
<tr>
<td>------</td>
<td>----------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------</td>
</tr>
<tr>
<td>14</td>
<td>From Good to Great: Maximizing Skills to Enhance AR Practice</td>
<td>One Stop Job Center</td>
</tr>
<tr>
<td></td>
<td></td>
<td>31901 Tri-County Way, Suite 117</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Salisbury, MD 21804</td>
</tr>
<tr>
<td>19</td>
<td>Ethics - Boundaries and Dual Relationships, ½-day</td>
<td>Frederick County DSS</td>
</tr>
<tr>
<td></td>
<td></td>
<td>100 East All Saints Street</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Frederick, MD 21705</td>
</tr>
<tr>
<td>19</td>
<td>Family Centered Planning: Recipes for Success</td>
<td>UMB SSW</td>
</tr>
<tr>
<td></td>
<td></td>
<td>525 West Redwood Street</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Baltimore, MD 21201</td>
</tr>
<tr>
<td>19</td>
<td>Trauma Informed Casework</td>
<td>UMB SSW</td>
</tr>
<tr>
<td></td>
<td></td>
<td>525 West Redwood Street</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Baltimore, MD 21201</td>
</tr>
<tr>
<td>21</td>
<td>Signs of Safety: The Supervisor’s Role in Implementation</td>
<td>St. Mary’s County DSS</td>
</tr>
<tr>
<td></td>
<td></td>
<td>23110 Leonard Hall Drive</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Leonardtown, MD 20650</td>
</tr>
<tr>
<td>21</td>
<td>Working with Families of Substance-Exposed Newborns, ½-day</td>
<td>Anne Arundel County DSS</td>
</tr>
<tr>
<td></td>
<td></td>
<td>7500 Ritchie Highway</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Glen Burnie, MD 21061</td>
</tr>
<tr>
<td>28</td>
<td>A Journey to Remember: The Caseworker’s Role in the Road to Recovery</td>
<td>UMB SSW</td>
</tr>
<tr>
<td></td>
<td></td>
<td>525 West Redwood Street</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Baltimore, MD 21201</td>
</tr>
<tr>
<td>28</td>
<td>Trauma Informed Casework</td>
<td>Prince George’s County DSS</td>
</tr>
<tr>
<td></td>
<td></td>
<td>925 Brightseat Road</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Landover, MD 20785</td>
</tr>
<tr>
<td>29</td>
<td>DSM V: Use of the New Mental Health Diagnosis Criteria in Child Welfare</td>
<td>Howard County DSS</td>
</tr>
<tr>
<td></td>
<td></td>
<td>7121 Columbia Gateway Drive</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Columbia, MD 21046</td>
</tr>
<tr>
<td>#</td>
<td>Workshop Title</td>
<td>Location</td>
</tr>
<tr>
<td>---</td>
<td>-----------------------------------------------------------------------------</td>
<td>-----------------------------------------------</td>
</tr>
<tr>
<td>1</td>
<td>Safety Awareness for Child Welfare Professionals</td>
<td>One Stop Job Market</td>
</tr>
<tr>
<td></td>
<td></td>
<td>31901 Tri-County Way, Suite 117</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Salisbury, MD 21804</td>
</tr>
<tr>
<td>2</td>
<td>From Good to Great: Maximizing Skills to Enhance AR Practice</td>
<td>Caroline County Health Department</td>
</tr>
<tr>
<td></td>
<td></td>
<td>403 S. Seventh Street</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Denton, MD 21629</td>
</tr>
<tr>
<td>2</td>
<td>Hear ye! Hear ye! Strategies for Using the CINA Court Process to Achieve Permanency for Children</td>
<td>Frederick County DSS</td>
</tr>
<tr>
<td></td>
<td></td>
<td>100 East All Saints Street</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Frederick, MD 21705</td>
</tr>
<tr>
<td>2</td>
<td>SAFE Refresher Training</td>
<td>UMB SSW</td>
</tr>
<tr>
<td></td>
<td></td>
<td>525 West Redwood Street</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Baltimore, MD 21201</td>
</tr>
<tr>
<td>3</td>
<td>SAFE Interviewing Skills Workshop</td>
<td>UMB SSW</td>
</tr>
<tr>
<td></td>
<td></td>
<td>525 West Redwood Street</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Baltimore, MD 21201</td>
</tr>
<tr>
<td>4</td>
<td>WEBINAR: From the Classroom to the Field: Transfer of Learning in Child Welfare</td>
<td>Online</td>
</tr>
<tr>
<td>4</td>
<td>Silent Victims: Children of Incarcerated Parents</td>
<td>Baltimore City DSS</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1910 Broadway</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Baltimore, MD 21213</td>
</tr>
<tr>
<td>9</td>
<td>Assessing and Planning Using the SoS Framework: Experienced Worker and Supervisor Training, 1-day</td>
<td>Harford County DSS</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2 S. Bond Street</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Bel Air, MD 21014</td>
</tr>
<tr>
<td>10</td>
<td>Advanced CPS Interviewing</td>
<td>UMB SSW</td>
</tr>
<tr>
<td></td>
<td></td>
<td>525 West Redwood Street</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Baltimore, MD 21201</td>
</tr>
</tbody>
</table>
## Continuing Education Workshops

### JUNE 2015

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>Trauma Survivors as Parents</td>
<td>Calvert County DSS 200 Duke Street Prince Frederick, MD 20678</td>
</tr>
</tbody>
</table>
| 11   | You Are Not Alone: A Comprehensive Framework for Working with Undocumented/unaccompanied Children in Foster Care  
   *New!* | UMB SSW 525 West Redwood Street Baltimore, MD 21201 |
<p>| 15   | DSM V: Use of the New Mental Health Diagnosis Criteria in Child Welfare | One Stop Job Market 31901 Tri-County Way, Suite 117 Salisbury, MD 21804 |
| 16   | SoS: Booster Training, ½-day | UMB SSW 525 West Redwood Street Baltimore, MD 21201 |
| 16   | SoS: Growing our Practice, ½-day | UMB SSW 525 West Redwood Street Baltimore, MD 21201 |
| 16   | The Emotionally Intelligent Supervisor | Anne Arundel County DSS 7500 Ritchie Highway Glen Burnie, MD 21061 |
| 16-18| Family Involvement Meeting (FIM) Facilitation, 3-day | UMB SSW 525 West Redwood Street Baltimore, MD 21201 |
| 19   | Gangs II | Prince George’s County DSS 925 Brightseat Road Landover, MD 20785 |
| 23   | Trauma Informed Casework | UMB SSW 525 West Redwood Street Baltimore, MD 21201 |
| 24   | Engaging Fathers and Paternal Kin | Allegany County DSS 1 Frederick Street Cumberland, MD 21502 |</p>
<table>
<thead>
<tr>
<th>Date</th>
<th>Workshop Title</th>
<th>Location</th>
</tr>
</thead>
</table>
| 24   | Shattered Images: Self Identity and Teen Girls | Prince George’s County DSS  
925 Brightseat Road  
Landover, MD 20785 |
| 25   | Role of the Supervisor in a Trauma Informed Child Welfare System **New!** | UMB SSW  
525 West Redwood Street  
Baltimore, MD 21201 |
| 25   | Trauma Survivors as Parents | Anne Arundel County DSS  
7500 Ritchie Highway  
Glen Burnie, MD 21061 |
A Journey to Remember: Supporting Clients Who are on the Road to Recovery

May 28, 2015, UMB SSW
9:00 am - 4:00 pm • 5.5 CEUs

Explore the Caseworker’s role in supporting clients who are struggling to achieve health and recovery from substance abuse and/or mental health disorders. 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.

Advanced CPS Interviewing

June 10, 2015, UMB SSW
9:00 AM - 4:00 PM • 5.5 CEUs

This workshop is specially designed to allow for peer to peer learning and intense practice of CPS 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. Local departments are encouraged to register units in order to maximize the benefits of the training.

Please be advised that the following courses must be taken prior to this Advanced Interviewing class:

• Dynamics of Maltreatment and the Impact on Interviewing;
• Dynamics of Child Sexual Abuse and the Impact on Safety and Service Planning; and
• Working with Offenders.
**Advanced FIM Facilitation: Strategies for Managing Challenging Behaviors**

April 21, 2015, Dorchester County DSS  
9:00 am - 4:00 pm • 5.5 CEUs

This training session 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.

**Advanced FIM Facilitation: Techniques for Reframing Strengths and Concerns**

May 5, 2015, Dorchester County DSS  
9:00 am - 4:00 pm • 5.5 CEUs

Drawing on core concepts from the Signs of Safety Model, attendees will explore strategies for reframing concerns in a concise and meaningful way that directly relates to safety and welfare. Attendees will also examine solution focused strategies that can be used to help FIM participants articulate strengths that are more focused on resources and supports.

**Alternative Response Skills and Practice**

April 21, 2015, UMB SSW  
9:00 am - 4:00 pm • 5.5 CEUs

This specialized training is open for registration to CPS, Screening, Family Preservation, In-Home workers and supervisors. The training will build from the information shared in the general overview training and skills developed in the prerequisite Assessing and Planning for Risk and Safety training. The course reinforces the philosophy of Family Centered Practice with focus on the skills needed and new procedures required for successful delivery of an Alternative Response with families. Knowledge and skill development areas will include: Engagement and Communication, Assessment, Cultural Competence, Partnering, Advocacy, Community Collaboration and Resource utilization. Participants also receive instruction on new processes and procedures for MD CHESSIE and Alternative Response documentation.
A to Z Workshop Descriptions

Assessing and Planning Using the SoS Framework: Experienced Worker and Supervisor Training, 1-day

April 9, 2015, St. Mary's County DSS
9:00 am - 4:00 pm • 5.5 CEUs

June 9, 2015, Harford County DSS
9:00 am - 4:00 pm • 5.5 CEUs

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. Attendees will learn questioning techniques to gather information for a thorough assessment and will learn and practice assessment strategies to differentiate safety threats from complicating factors. Participants will be introduced to several tools and will have opportunities to apply them in safety mapping with practice cases.

Beyond Meditation: Mindfulness in the Workplace

April 24, 2015, Frederick County DSS
9:00 am - 4:00 pm • 5.5 CEUs

For many, the workplace is a highly stressful environment, leaving little time for self-reflection or emotional rest. According to mindfulness pioneer, Jon Kabat-Zinn, mindfulness is a practice that involves paying focused attention, on purpose, without judgment, to the present moment. The benefits of mindfulness to overall health, happiness and well-being are many. Practicing mindfulness has been shown to help with depression, anxiety, sleep and eating disorders, phobias, relationship challenges, and overall stress management. Mindfulness helps to dampen the part of the brain that causes us to act out of fear, anxiety and anger, while strengthening those parts of the brain related to attention, focus, emotional regulation, cognition and memory. When we are out of touch with our feelings and the thinking patterns that trigger anxiety and stress, we operate from a fight or flight place, and react instead of responding thoughtfully in the moment. Practices such as meditation, yoga, and martial arts can all help to cultivate mindfulness, but integrating it into the workplace requires deliberate effort and focus.

Participants will understand how integrating mindfulness practices into the workplace can help them become more focused, productive, and calm under pressure. Through experiential activities, scenarios, discussion and group exercises, participants will leave with specific techniques for practicing mindfulness at work, and living a more mindful, stress-free life.
A TO Z WORKSHOP DESCRIPTIONS

**Concurrent Planning: Promoting Permanence for Children, ½-day**

May 7, 2015, Talbot County DSS  
9:00 am - 12:15 pm • 3.0 CEUs

Are you familiar with concurrent planning policy and know the benefits and outcomes of its usage but seek strategies to enhance permanency planning? This half-day workshop will look at possible tendencies for child welfare workers to favor one permanency option over the other and how that impacts work with birth, kinship and resource families. Additionally, participants will practice creating effective prognostic assessments and case plans and learn how to use full disclosure as a foundation for concurrent planning.

**Engaging Fathers and Paternal Kin**

April 22, 2015, Prince George’s County DSS  
9:00 am - 4:00 pm • 5.5 CEUs

June 24, 2015, Allegany County DSS  
9:00 am - 4:00 pm • 5.5 CEUs

Historically across the country, non-custodial fathers and paternal kin have not been effectively involved in child welfare cases. This highly interactive 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 working with fathers, and develop practical strategies for working more effectively with fathers and paternal relatives.

**Ethics - Dignity and Worth of a Person**

May 4, 2015, Anne Arundel County DSS  
9:00 am - 12:15 pm • 3.0 CEUs

The NASW Code of Ethics are founded on principles and core values that guide the professionalism and conduct of social work practice: Service, Social Justice, Dignity and Worth of a Person, Importance of Human Relationships, Integrity and Competence. This half-day course addresses the difficult task workers are faced when they are challenged to work with individuals or populations which may produce a negative internal reaction. Participants will discuss ways to evaluate their ability to treat all people with Dignity and Worth. Participants will also be provided with techniques to enhance their ability to demonstrate this value when working in the field or back in the office.

**Ethics - Boundaries and Dual Relationships, ½-day**

May 19, 2015, Frederick County DSS  
9:00 am - 12:15 pm • 3.0 CEUs

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 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. Three Ethics Continuing Education Credits will be awarded for this course.
Ethics - Competency of the Child Welfare Professional, ½-day

April 15, 2015, Caroline County Health Department
9:00 am - 12:15 pm  •  3.0 CEUs

Professional development is a key part of the caseworker’s ability to provide best practice to our children and families. Participants will learn how professional development ties into the NASW Code of Ethics’ Value: Competency. Participants will discuss strategies to give and receive feedback in a way that supports our ethical obligations. In addition, participants will explore concrete tips to make the most out of learning opportunities that present themselves along the way.

Family Centered Planning: Recipes for Success

May 19, 2015, UMB SSW
9:00 am - 4:00 pm  •  5.5 CEUs

Meaningful and successful planning with a family requires skills (essential ingredients) and creativity (special ingredients) to ensure the plan is individualized to the family’s needs. This one day training explores the skills necessary to implement overall strengths-based planning utilizing Maryland’s Family Centered Practice model while connecting with families and community partners along the continuum of the decision-making process. Participants will experience peer to peer learning and practice strategies to apply information gleaned from various assessment tools.

FIM Facilitation, 3-day

June 16-18, 2015, UMB SSW
9:00 am - 4:00 pm  •  16.5 CEUs

The 3-day Family Involvement Meeting (FIM) Facilitation training 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.

Through lecture, small group discussions and practice, participants will be able to pace a FIM, focus participants on strengths/concerns/ideas and systematically move a group through the problem-solving model assuring that each stage is fully developed to reach consensus. Content will cover ways to ensure effective and clear discussion related to safety and risk issues at all FIMs so that decisions are grounded in safety and protection for the child. Participants will also develop intervention strategies and skills to maintain comfort guidelines/ground rules, manage group dynamics and deal with participants who exhibit difficult group behaviors. Facilitator self-awareness is explored and participants will learn how their own personal biases and values may impact the facilitation of a FIM.

NOTE: FIM Facilitation is mandatory for staff that will be facilitating FIMs full or part-time.
Family Involvement Meeting (FIM): Role of the Worker and Facilitator, 1-day

April 28, 2015, Anne Arundel County DSS
9:00 am - 4:00 pm • 5.5 CEUs

This 1-day introduction to FIM Facilitation is required for all child welfare supervisors and is optional for workers. The course is modified from the original 3-day training. The course will enhance participant’s understanding of the FIM process and the roles all participants play in the FIM. Supervisors will learn about preparation activities for themselves and their workers as well as strategies to utilize in the meetings when making critical child welfare decisions with the team.

From Good to Great: Maximizing Skills to Enhance AR Practice

May 14, 2015, One Stop Job Center
9:00 am - 4:00 pm • 5.5 CEUs

June 2, 2015, Caroline County Health Department
9:00 am - 4:00 pm • 5.5 CEUs

Now that Maryland’s Dual Track CPS System is fully operational, it is time to turn our attention to strengthening and sustaining AR skills and practice. Many localities have expressed a need for more in depth, practical training that will build on previous training and take their AR skills to the next level. You asked and we delivered! In partnership with DHR, CWA is pleased to announce a new Alternative Response course that 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 relatively easy going or challenging family situation. Through hands-on learning and practice, participants will enhance their ability to utilize tools and strategies to engage and plan with family from start to finish (first the family visit, developing the service plan and finally preparing a strengths based closing summary), ultimately leading to desired outcomes for the children and families being served.

Prerequisite:
All attendees must have completed the Assessing and Planning for Risk and Safety Using Signs of Safety 1-day or 2-day Pre-Service workshop.
**A to Z Workshop Descriptions**

**Gangs II**

May 5, 2015, Washington County DSS
9:00 am - 4:00 pm • 5.5 CEUs

June 19, 2015, Prince George's County DSS
9:00 am - 4:00 pm • 5.5 CEUs

This course is a follow up to Gangs: Identification, Prevention and Intervention Strategies for Child Welfare Workers. In this offering, we will use discussion and media to evaluate current trends in the criminal subculture. We will explore how gangs exploit human needs for existence and explore how gangs affect the human rights concern of sex trafficking.

**Hear ye! Hear ye! Strategies for Using the CINA Court Process to Achieve Permanency for Children**

*New!*

June 2, 2015, Frederick County DSS
9:00 am - 4:00 pm • 5.5 CEUs

All foster care cases require court involvement. Therefore, it is essential for child welfare workers to not only understand the court process, but also have concrete strategies to work effectively with all parties involved including the child/youth, family, attorneys, CASA and other community supports. This interactive training will provide a unique perspective of the court process through the eyes of the attorney, judge and LDSS parties, with representatives from each group on hand to offer insights, suggestions and tips for working together in a collaborative manner to achieve safety, permanency and well-being outcomes for youth in care. Participants will discuss the court process from start to finish, exploring ways to enhance their practice of planning for court, preparing the parents and children for court hearings and all possible outcomes, testifying, and finally preparing themselves for potential developments and unexpected results. There will also be an emphasis on how to learn from mistakes and avoid them in the future.
Intimate Partner Violence (IPV): Dynamics, Assessment and Intervention Strategies

May 12, 2015, UMB SSW
9:00 am - 4:00 pm • 5.5 CEUs

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:

1. what constitutes domestic violence, and how children are affected by it;
2. how to identify the three different types of batterers, and the appropriate interventions for each type;
3. how to understand and work with the non-offending parent to enhance child safety;
4. what legal remedies are available; and
5. when it is appropriate to remove a child from a home due to the presence of domestic violence.

Making the Most of Family Visits

New!

May 13, 2015, UMB SSW
9:00 am - 4:00 pm • 5.5 CEUs

Visitation between birth parents and children is clearly an important factor in promoting timely, safe and permanent living arrangements for children in care, yet often child welfare workers do not utilize the tool of visitation in a way that will maximize positive outcomes. In order to make the most of visitation, workers must understand why visits matter, as well as the factors that can both help and hinder visits between parent and child. Participants will explore planning and preparation for visitation, safety issues, best-practices for conducting visits (who, what, where, when, and how), accurate and descriptive documentation, and how to end a visit. Ways to educate, support and involve foster parents around visitation will also be explored. Workers will leave with a clear understanding of their role in the visitation process and the importance of visitation in achieving safer, healthier families.
Role of the Supervisor in a Trauma Informed Child Welfare System

New!

June 25, 2015, UMB SSW
9:00 am - 4:00 pm • 5.5 CEUs

This workshop is designed to provide seasoned supervisors with a clear understanding of trauma and its impact on children, families and child welfare professionals, as well as the importance of trauma-informed child welfare practice. Participants will explore their role in creating a trauma-informed system of care through standards of practice, staff development and effective supervision so that workers are better equipped to partner with families to achieve desired safety, permanency and well-being outcomes.

Safety Awareness for Child Welfare Professionals

April 20, 2015, Worcester County DSS
9:00 am - 4:00 pm • 5.5 CEUs

June 1, 2015, One Stop Job Market
9:00 am - 4:00 pm • 5.5 CEUs

This safety awareness training for child welfare staff is designed to equip participants with the tools, discipline, and self-confidence to handle themselves in situations which may arise during the course of work. The training will cover several different areas including risk assessment, safety planning, pre-assault indicators, verbal escalation and report taking essentials. The workshop will enhance a participant’s ability to determine a client’s potential for violence; plan appropriately to ensure safe client care and when transporting clients; recognize indicators that an assault may be imminent; and diffuse a potentially explosive situation with clinical interventions. Items to keep in mind when reporting an assault to law enforcement personnel will also be discussed.
Secondary Traumatic Stress

May 5, 2015, UMB SSW
9:00 am - 4:00 pm • 5.5 CEUs

Both new and experienced workers can be affected by Secondary Traumatic Stress (STS), potentially causing a significant impact on their personal and professional lives. This full day training will help child welfare workers to understand STS and its effects so that they can concentrate on building coping mechanisms and supports in order to be effective in all areas of their lives.

Shattered Images: Self Identity and Teen Girls

June 24, 2015, Prince George’s County DSS
9:00 am - 4:00 pm • 5.5 CEUs

Many teens experience adolescent pressures or stressors related to academics, social acceptance, and/or their family situation, particularly if involved in the child welfare system. With these pressures and the normal need to explore and “find themselves” through trial and error, we are beginning to observe more psychological and sociological problems in teens at earlier ages. As a result, teens may be more depressed, less willing to explore, and more accepting of winning at “all costs” including cheating. Socio-cultural factors impact the development of self-concept and determine who fits in. Teen girls struggle to meet this standard while at the same time being authentic to who they are. This workshop will explore normal stages of development, expected behaviors of teens and the culture of fitting in. Participants will discuss strategies that child welfare workers can utilize to support and identify opportunities to build resilience in young women.

Signs of Safety (SoS): The Supervisor’s Role in Implementation

May 21, 2015, St. Mary’s County DSS
9:00 am - 4:00 pm • 5.5 CEUs

This specially designed one day course for supervisors and administrators will focus on the Signs of Safety framework as a means for helping the child welfare workforce look at levels of risk and child safety so that workers will assess conditions similarly and make decisions while taking into account their 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. Participants must have previously participated in a full day or two day session of Assessing and Planning for Risk and Safety using the Signs of Safety.
**Signs of Safety (SoS): Booster Training, ½-day**

April 1, 2015, Dorchester County DSS  
9:00:00 am - 12:15 pm • 3.0 CEUs

June 16, 2015, UMB SSW  
9:00 am - 12:15 pm • 3.0 CEUs

This half day training is intended for child welfare workers and supervisors who have previously participated in a full day or two day session of Assessing and Planning for Risk and Safety using the Signs of Safety (SoS), but may still be unsure of how to integrate Signs of Safety into daily practice. Participants will have an opportunity to ask questions about using the practice and supporting the practice techniques beyond training. Content will include a review of Harm & Danger Statements, Mapping, and Three Houses emphasizing sustainability and transfer of learning from the classroom to the field.

**Signs of Safety (SoS): Growing our Practice, ½-day**

April 1, 2015, Dorchester County DSS  
1:00 pm - 4:15 pm • 3.0 CEUs

June 16, 2015, UMB SSW  
1:00 pm - 4:15 pm • 3.0 CEUs

This session may be taken as a companion to the Signs of Safety Booster, but is intended for workers and supervisors who have previously participated in the full day or two day Assessing and Planning for Risk and Safety training, and are currently using Signs of Safety practices and tools with children and families. Signs of Safety promotes the practice of Appreciative Inquiry: Inquiring into and honoring what works by focusing on and sharing successful practice strategies to generate organizational change.

**Silent Victims: Children of Incarcerated Parents**

June 4, 2015, Baltimore City DSS  
9:00 am - 4:00 pm • 5.5 CEUs

Growing up with an incarcerated parent can have a devastating impact on the emotional development of a child and has a de-stabilizing effect on families. This training will provide a detailed exploration of this phenomenon and share strategies that helping professionals can use to address the needs of children and families affected by this issue.

**Structured Analysis Family Evaluation (SAFE) Interviewing Skills Workshop**

June 3, 2015, UMB SSW  
9:00 am - 4:00 pm • 5.5 CEUs

The Home Study Interview is an integral part of the home study process. Structured Analysis Family Evaluation (SAFE) Interviewing 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. **All Attendees MUST have completed the SAFE 2-day training.**
Structured Analysis Family Evaluation (SAFE) Supervisor’s Training

April 9, 2015, UMB SSW
9:00 am - 4:00 pm  •  5.5 CEUs

This one-day supervisor’s training is designed to aid supervisors in proper supervision of Structured Analysis Family Evaluation (SAFE). THE TWO-DAY SAFE TRAINING IS A PRE-REQUISITE FOR THE SUPERVISOR TRAINING. Although Consortium for Children mandates that all individuals using SAFE attend the SAFE 2-day training, we understand that a worker can’t sit around waiting for the next SAFE training and that supervisors must be able to help them begin to do the work as soon as possible.

This training teaches supervisors how to introduce SAFE to new workers so they can get started. Please note that new workers should attend the two-day SAFE training within four months of the start of using the tool. The Supervisor Handbook provides the SAFE supervisor with handouts and a step-by-step methodology on how to introduce SAFE to a new worker.

The Emotionally Intelligent Supervisor

June 16, 2015, Anne Arundel County DSS
9:00 am - 4:00 pm  •  5.5 CEUs

Emotional intelligence involves the ability to identify and regulate emotions, and to use this information to guide decisions and behavior. Research shows that emotional intelligence (EQ) is just as important as IQ in determining career success and workplace satisfaction. This seminar will define emotional intelligence, explain why it is important, and offer specific strategies and ways to foster emotional intelligence. Participants will learn how the major components of emotional intelligence (self-awareness, self-regulation, social skills, motivation, and empathy) can be successfully applied to enhance their own performance, as well as the performance of the workers they supervise. By understanding and practicing emotional intelligence, supervisors can manage with greater calm, confidence and control, even in the midst of chaos.
**Trauma Informed Casework**

April 7, 2015, Anne Arundel County DSS  
9:00 am - 4:00 pm • 5.5 CEUs

May 19, 2015, UMB SSW  
9:00 am - 4:00 pm • 5.5 CEUs

May 28, 2015, Prince George’s County DSS  
9:00 am - 4:00 pm • 5.5 CEUs

June 23, 2015, UMB SSW  
9:00:00 AM - 4:00 pm • 5.5 CEUs

A trauma informed child welfare workforce is knowledgeable about how trauma affects an individual at any stage of development, and is strategic about incorporating specific elements into service delivery to improve communication, increase awareness, and ultimately reduce trauma for children. This workshop will explore the origins of trauma, the impact of trauma on the neurological system, and subsequent cognitive distortions and behavioral manifestations. Participants will also gain knowledge regarding appropriate trauma informed screening, assessment and intervention strategies for families and foster care providers.

**Trauma Survivors as Parents**

June 11, 2015, Calvert County DSS  
9:00 am - 4:00 pm • 5.5 CEUs

June 25, 2015, Anne Arundel County DSS  
9:00 am - 4:00 pm • 5.5 CEUs

Much emphasis has been placed on understanding and supporting children who have experienced trauma, without consideration for how a parent’s unresolved trauma history can profoundly impact their ability to parent in a healthy and appropriate way. When parents are struggling with their own unresolved trauma, the caseworker’s ability to partner with the family to eliminate complicating factors, strengthen the family unit, and ultimately achieve lasting positive outcomes is significantly diminished. This workshop will explore how unresolved trauma can impact parenting, as well as outline strategies to work with and engage parents so that families move towards their goals of safety, permanency and well-being for all.
Using Critical Thinking to Enhance Child Welfare Assessments

April 28, 2015, Washington County DSS
9:00 am - 4:00 pm • 5.5 CEUs

Conducting assessments is a critical component of the delivery of child welfare services. In order to conduct meaningful, quality assessments, critical thinking skills must be developed, honed and applied. Child welfare outcomes are directly correlated to the accurate assessment of child and family strengths and needs. Thorough and well-conducted strengths-based assessments require the child welfare worker to apply critical thinking skills so they know when, how and what questions to ask for continual re-evaluation of client needs; thus enabling the worker to skillfully team with the family to develop and provide appropriate services. 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 process.

WEBINAR - Creating a Work Environment that Supports Training Transfer

New! Special Summer Webinar Series: Transfer of Learning

August 6, 2015, Online
10:30 am - 12:00 pm • 1.5 CEUs

While training is important, training alone is not enough to ensure application of learning to child welfare work in the field. Work environment factors such as supervisor support, time and adequate resources also play a role in whether or not new learning is used and maintained over time. Brain science suggests that learning must be consistently practiced, supported and reinforced in order to be applied, so what happens before, during and after training really does matter! Without a collaborative approach and long-term commitment to learning transfer, the time and resources invested in training may never translate into effective job performance. This webinar will examine the critical role that child welfare supervisors and administrators play in the application of classroom learning to the job.

Primary Target Audience: Supervisors and Administrators; open to Caseworkers
WEBINAR - From the Classroom to the Field: Transfer of Learning in Child Welfare

New! Special Summer Webinar Series: Transfer of Learning

June 4, 2015, Online
10:30 am - 12:00 pm • 1.5 CEUs

Transfer of learning refers to the application of knowledge, attitudes and skills gained in a training setting to actual practice in the field. Unfortunately, learning that occurs in the classroom does not always translate to performance on the job, leaving workers and supervisors feeling frustrated. This webinar will provide a foundation and framework for understanding transfer of learning principles and practices. Participant, training, and organizational factors that both support and potentially limit transfer of learning in child welfare will be examined.

Primary Target Audience: Caseworkers, Supervisors and Administrators

WEBINAR - The Participant’s Role in Transfer of Learning

New! Special Summer Webinar Series: Transfer of Learning

July 14, 2015, Online
10:30 am - 12:00 pm • 1.5 CEUs

A significant amount of research has been done examining factors that influence training transfer. While training design and delivery play a critical role, there is increasing recognition that participant factors such as individual motivation, personality, expectations and aptitude all influence transfer of learning from the classroom to the field. This webinar will examine learner characteristics that impact TOL with a focus on actionable strategies the learner can employ to better ensure training transfer.

Primary Target Audience: Caseworkers; open to Supervisors and Administrators
WEBINAR - The Impact of Teen Dating Violence on Maryland’s Youth

New!

April 16, 2015, Online
10:30 am - 12:00 pm • 1.5 CEUs

Teen dating violence is a widespread issue that can take many forms and has significant short and long term effects. This webinar will examine the prevalence and impact of teen dating violence, as well as red flags and potential risk and protective factors. Populations of especially vulnerable teens, such as LGBTQ youth, young women and girls, homeless and runaway youth, those in foster care, those being trafficked or turning to survival sex, and those who have unintended pregnancies will also be discussed. Participants will learn strategies for preventing dating violence and promoting healthy relationships with teens in care. Best practices for assessing and responding to victims safely and effectively using a trauma-informed lens will be explored. Safety planning strategies and privacy concerns of social media and new technologies will be also be addressed.

WEBINAR - When Domestic Violence is a Factor: Best Practices for Child Welfare Workers

New!

May 6, 2015, Online
10:30 am - 12:00 pm • 1.5 CEUs

In order to thrive, children need a safe and secure home environment where they feel protected and loved. When their sense of security is shattered by domestic violence, children can suffer a range of severe and lasting effects. This webinar will explore the dynamics and impact of domestic violence on child witnesses, with an emphasis on trauma-informed practices and approaches. Participants will gain a working knowledge of what trauma is, how it manifests in children and non-offending parents, how it impacts parenting styles and the parent-child relationship, and strategies for intervening and creating physical and psychological safety for children who have been traumatized due to domestic violence. Evidence-based strategies that parents and workers can use to promote child resiliency will be identified and discussed. Techniques for engaging and working with both the offending and non-offending parent will also be addressed.
A to Z Workshop Descriptions

Working with Families of Substance-Exposed Newborns, ½-day

*New!*

May 7, 2015, Frederick County DSS
9:00 am - 12:15 pm • 3.0 CEUs

May 21, 2015, Anne Arundel County DSS
9:00 am - 12:15 pm • 3.0 CEUs

The birth of a substance-exposed newborn is often a crisis, a pivotal point in the life of the infant and family. The Chinese word for crisis is composed of two characters, one representing “danger” and the other representing “opportunity.” This workshop is designed to help participants develop their knowledge, skills and expertise in assessing the level of safety and risk and promoting the potential for change. Participants will learn about substance use disorders and treatment, the impact of prenatal substance use on birth outcomes and child development, and the effects of active substance use on parenting. Through self-reflection, experiential activities, and discussion, participants will better understand how their own values, beliefs, and experiences regarding substance use and abuse influence their work.

Writing Skills for Exceptional Case Documentation

April 16, 2015, Harford County DSS
9:00 am - 4:00 pm • 5.5 CEUs

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 of how to organize information in a clear, concise manner.
You Are Not Alone: A Comprehensive Framework for Working with Undocumented/unaccompanied Children in Foster Care

New!

May 13, 2015, Montgomery County DHHS
9:00 am - 4:00 pm • 5.5 CEUs

June 11, 2015, UMB SSW
9:00 am - 4:00 pm • 5.5 CEUs

The number of undocumented/unaccompanied minors entering the United States has increased steadily since 2010, with over 60,000 children reaching our border last year alone. This workshop will cover the root causes of their migration and the processes and agencies involved once they enter the United States, as well as provide an overview of the immigration laws and obligations related to enforcement and consequences of failure to comply. The negative impact of detention on children and youth in foster care, and what happens when children and youth are sent back to their homeland will also be addressed. With the aid of case studies, participants will be able to elaborate on a comprehensive case plan, taking into account trauma-informed care, and what to do if there are drug, criminal and/or gang dynamics. Immigration related resources and referral information will also be provided.