



UNIVERSITY of MARYLAND  
SCHOOL OF SOCIAL WORK

**Child Welfare Academy**

**QUARTERLY  
TRAINING CATALOG**  
***Summer 2017***



wild horse. [Photo]. In Encyclopædia Britannica. Retrieved from <https://www.britannica.com/place/Assateague-Island-National-Seashore?oasId=127539>

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](http://www.family.umaryland.edu/cwa)

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# WEATHER AND ATTENDANCE POLICY

## *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 policy affects all trainings (Pre-Service and In-Service) held in Baltimore at the University of Maryland Baltimore campus, as well as regionally in the local departments. For those workshops held at the University please double check the University's operating status. If the State of Maryland is operating normally but the University of Maryland Baltimore is closed or has a delayed opening the training at the University's campus will follow the University's schedule. Please check the CWA 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.



<http://baltimore.cbslocal.com/2012/08/26/parts-of-maryland-deal-with-severe-weather/>

## *In-Service Attendance Policy*

Continuing Education Units (CEU) will only be provided for full attendance of an in-service training. Participants will not receive partial credit for attending portions of the training.

Individuals who miss more than 30 minutes of a training **for any reason** (e.g. traffic, work issues, family, illness, etc.) 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.

# PRE-SERVICE COMPETENCY-BASED TRAINING

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 <https://www.surveymonkey.com/r/PST-reg>

Registration Closing Dates	06/20/17 at 4 pm	08/08/17 at 4 pm	09/19/17 at 4 pm
	<b>Cycle 01-18</b>	<b>Cycle 02-18</b>	<b>Cycle 03-18</b>
Module I	06/27 06/28 06/27 CHESSIE	08/15 08/16 08/17 CHESSIE	09/26 09/27 09/28 CHESSIE
Module II	07/03 ONLINE 07/05 07/06	08/21 ONLINE 08/23 08/24	10/02 ONLINE 10/04 10/05
Module III	07/10 ONLINE 07/11 07/12 07/13 CHESSIE	08/28 ONLINE 08/29 08/30 08/31 CHESSIE	10/10 ONLINE 10/11 10/12 10/13 CHESSIE
Module IV	07/17 ONLINE 07/18 CHESSIE 07/19 CHESSIE 07/20 CANS 07/20 CANS-F	09/05 ONLINE 09/06 CHESSIE 09/07 CHESSIE 09/08 CANS 09/08 CANS-F	10/16 ONLINE 10/17 CHESSIE 10/18 CHESSIE 10/19 CANS 10/20 CANS-F
Module V	07/24 ONLINE 07/25 07/26 07/27 RP 07/28 CHESSIE	09/11 ONLINE 09/12 09/13 09/14 RP 09/15 CHESSIE	10/23 ONLINE 10/24 10/25 10/26 RP 10/27 CHESSIE
Module VI	07/31 08/01 08/02	09/18 09/19 09/20	10/30 10/31 11/01
Comprehensive Test	08/03	09/21	11/02



**PRE-SERVICE  
FOUNDATION  
TRAINING TRACK**



## Pre-Service Foundation Training Track

Pre-Service Training is required by Maryland Law for new employees providing child welfare services.

The Pre-Service Foundation Training Track is a continuation of the DHR/SSA pre-service training requirement, and must be completed within a worker’s first two years of employment. To assist with scheduling, workers are automatically enrolled into the Foundation Training Track by the Child Welfare Academy. If the worker cannot attend on their initial scheduled date, they must register to attend on the next available date.

Post Pre-Service Flowchart		
<p><b>CPS Responses</b> For staff working in CPS, Alternative Response, Intake, Investigations, or Screening</p> <p><u>Introductory Trainings</u></p> <ul style="list-style-type: none"> <li>Assessing and Planning for Risk and Safety, 2-day</li> <li>Introduction to CPS Responses, 2-day</li> </ul>	<p><b>Consolidated Services</b> For staff working in Family Preservation, Consolidated Services, Family Services, or In-Home Services</p> <p><u>Introductory Trainings</u></p> <ul style="list-style-type: none"> <li>Assessing and Planning for Risk and Safety, 2-day</li> <li>Introduction to Consolidated Services, 1½ -days (1 day clinical and half day CHESSIE)</li> </ul>	<p><b>Out of Home</b> For staff working in Foster Care, Resource Home, or Independent Living</p> <p><u>Introductory Trainings</u></p> <ul style="list-style-type: none"> <li>Assessing and Planning for Risk and Safety, 2-day</li> <li>Introduction to Out of Home Placement, 3-day (2 day clinical and 1 day CHESSIE)</li> </ul>

Once the above trainings are completed, students will be automatically enrolled into the following offerings. Completing the courses in the the order listed is strongly suggested.

1. Trauma Informed Casework
2. Impact of Child Maltreatment on Child Development
3. Secondary Traumatic Stress
4. Enhancing Your Credibility in Court
5. A Journey to Remember: Supporting Clients Who Are on the Road to Recovery
6. Intimate Partner Violence: Dynamics, Assessment, and Intervention

All Foundation Training Track offerings are 1 day. It is preferred that the trainings are completed in the order above. They are mandatory and must be completed within the first 2 years of employment.

Instructions for applying to Continuing Professional Education (CPE) trainings:

## Procedure Change For DHR Request Form Submission

1. Complete the DHR Registration request form as found online.
2. Submit the completed form to your LDSS training liaison.
3. Once approved, **fax forms to 410.706.2423**  
The Child Welfare Academy reviews that you have selected DHR approved courses\* and sends the forms on to CPE for registration.
4. An email confirmation is sent upon registration.
5. Please feel free to check on registration by calling **410.706.1089**.

**Note:** Workshop materials will be emailed a week before the workshop.

Check your junk and spam folders for re-routed emails.

If you do not receive materials, please call CPE at 410-706-1089.

<http://www.ssw.umaryland.edu/cpe/>




The poster features the number '25' in a large, decorative font made of colorful flowers (red, yellow, pink, and orange). A gold ribbon banner across the middle reads 'Anniversary'. Below the banner, the text 'SPRING 2017 BLOOM' is displayed in large, pink, serif font. Underneath, it says 'University of Maryland School of Social Work Continuing Professional Education'. A section titled 'Workshops Including:' lists 'Children and Adolescents • Adults • Ethics • Aging • Addictions • Leadership and Management'. At the bottom, it states 'All registrations are online at www.ssw.umaryland.edu/cpe'. The footer includes the tagline 'Your best source for Continuing Professional Education' and the University of Maryland School of Social Work logo.

## LearnCenter Updates

We continue to explore our LearnCenter to better support your learning needs. Here are some general reminders to assist you with navigating the LearnCenter.

### Where is my CEU certificate?

Your CEU certificate will be posted next to your offering in the My Training History section of the CWA LearnCenter. **Please allow us 10 business days to enter the attendance sheet into the LearnCenter.**

SoS: Assessing and Planning for Risk and Safety, 2-day	4/3/2017 9:00 AM EDT	4/4/2017 4:00 PM EDT	UMB-SSW	Completed	
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### Yikes! I just realized that I have court on the day I'm scheduled to attend a class. What should I do?

As soon as you know you will be unable to attend a training you are registered for, please go into the CWA LearnCenter and drop the class. Child Welfare employees who are enrolled in a training but who do not attend, for whatever the reason, may prevent those on a waiting list from advancing on the list and ultimately obtaining a seat in the training session. For this reason, 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.

1. Log into the CWA LearnCenter
2. Click on My Training
3. Click on the title of the training you would like to drop.
4. A pop up or additional page will appear.
5. In the top right or the bottom right you will see the word "Drop."
6. Click one time on either.
7. When "Drop" changes to "Enroll," you know you have been successful.

### Attendance Policy

Continuing Education Units (CEUs) will only be provided for full attendance of an in-service training. Staff will not 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.



**New learning opportunities.**

The Child Welfare Academy strives to provide you with a variety of learning opportunities to fit your learning style and address accessibility constraints. We provide on site offerings here at the School of Social Work and at your local departments. Starting last year, we began to regularly offer monthly webinars. Webinars afford attendees the ability to attend a learning opportunity without having to travel and, for some of you, the ability to learn with your coworkers. Now, we have available **on-demand learning** opportunities. These are online trainings that you can view at your convenience on a computer or tablet and receive CEUs once you view the content and pass the quiz.



Currently available:

- On-Demand\_ From the Classroom to the Field: Transfer of Learn in Child Welfare
- On-Demand\_ Cultivating the Power of Introverts
- More coming soon!

The on-demand trainings can be found on the Training Catalog page in the A to Z section under “O” for “On-Demand.”

To take the on-demand presentations:

- Click the Enroll icon in the top right or bottom right of this page.
- Wait for it to change to Drop.
- You can close that window.
- Go to your My Training area.
- Click on the link in the Launch the Event column.
- When you’ve completed the training, which **includes viewing the content in its entirety and passing the quiz**, your certificate will be found in the My Training History section.
- The trainings will take about 1½ hours to complete. For best results, please try to complete the training in one sitting.

IN THE SPOTLIGHT



## *Cultural Diversity Workshop*

Register for:

### **American Indian/Indigenous Peoples Cultural Proficiency**



July 20, 2017, Harford Co. DSS (WAGE Connection)

August 23, 2017, Montgomery Co. DHHS (Rockville)

9:00 am - 12:15 pm

Throughout history, Native Americans/American Indians/Indigenous Peoples of the United States have been misunderstood, stereotyped and viewed as the ‘minorities’ of minorities. Years of oppression and violations against Native American people have led to feelings of fear and mistrust that must be acknowledged and addressed in order for the child welfare community to meet the unique needs and concerns of this population.

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.

# CONTINUING EDUCATION WORKSHOPS

## 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 on the Road to Recovery
- Absent Parents: The Emotional and Psychological Effects on the Child Psyche
- Advanced FIM: Reframing Strengths and Concerns
- **Advanced Motivational Interviewing**
- American Indian/ Indigenous Peoples Culture Proficiency Training
- Assessing and Planning for Risk and Safety, 1-day
- Concurrent Planning: Promoting Permanence for Children, ½-day
- Conducting Screening Assessments: Seeing Reporters as Resources
- **Drugs in Our Society: Prevention and Beyond**
- Dynamics of Child Abuse & Neglect Trauma and the Impact on Assessment and Interviewing
- Engaging Families Impacted by Sexual Abuse in Safety and Service Planning
- Engaging Fathers and Paternal Kin
- Ethics\_Ethical Decision Making - A Crisis Intervention Approach
- Ethics\_Competency of the Child Welfare Professional
- Guiding Child Welfare Clients through a Process of Change Using Motivational Interviewing
- Impact of Child Maltreatment on Child Development
- Intimate Partner Stalking and the Use of Technology
- Intimate Partner Violence: Dynamics, Assessment and Intervention Strategies
- Introduction to Consolidated Services (with CHESSIE Application)
- Introduction to CPS Responses, 2-day
- Introduction to Out of Home Placement (with CHESSIE Application)
- Making the Most of Visits Between Birth Families and Children
- Red Light, Green Light: Knowing When to Stop or Go When Planning for Safety or Services
- Role of the Supervisor in a Trauma Informed Child Welfare System
- SAFE Interviewing Skills Workshop
- SAFE Supervisor Training
- SAFE Training for Home Study Practitioners and their Supervisor, 2-day
- Safety Awareness for Child Welfare Professionals
- Secondary Traumatic Stress
- Supervision Matters: Administrator Series
- Supervision Matters: Supervisor Series
- The Artful Management of Conflict
- **Trauma and Resilience**
- Trauma Informed Casework
- **Webinar\_Child Passenger Safety: Ages and Stages**
- **Webinar\_Holistic Transitions: Making the Leap from Foster Care to Independence**
- **Webinar\_Promoting Well-Being and Psychological Safety in Children Impacted by Trauma**
- Working with Difficult Clients with a History of Substance Abuse
- Working with Offenders

Courses in blue denote New! offerings.

# New! CONTINUING EDUCATION OFFERINGS



## CATEGORY: ASSESSING AND PLANNING

### ADVANCED MOTIVATIONAL INTERVIEWING

July 18, 2017 • UMB SSW • 9:00 am - 12:15 pm • 3.0 CEUs

This interactive training will provide the opportunity to refine and practice skills learned in the earlier Motivational Interviewing training including: Reviewing the core skills of MI, the four processes of MI, and providing a deeper understanding of the role Change Talk plays in the overall process of Change. Participants will gain knowledge and experience using the “O.A.R.S.” in a way that helps to guide your clients to the point where they “talk themselves into change.” Through intense practice, this workshop will build on the skills of Evoking Change Talk in a way that enhances the social worker’s effectiveness with clients as well as providing tools that enhance clinical supervision with staff who are using MI.

## CATEGORY: TRAUMA

### TRAUMA AND RESILIENCE

August 17, 2017 • Baltimore City DSS • 9:00 am - 12:15 pm • 3.0 CEUs

This workshop will focus on how trauma is framed on both a personal and societal level and how resilience skills can be developed to buffer against stress, anxiety, and adversity for achieving a sense of life satisfaction and gratitude. In addition to gaining information for how to identify and/or build resiliency in children and youth in foster care, participants will explore how they can be impacted by their own primary and secondary trauma, and how that can influence their own well-being and the perceived resilience of those with whom they work.

## CATEGORY: SUBSTANCE ABUSE

### DRUGS IN OUR SOCIETY: PREVENTION AND BEYOND

September 7, 2017 • Carroll Co. DSS • 9:00 am - 12:15 pm • 3.0 CEUs

September 13, 2017 • Anne Arundel Co. DSS (Heritage Complex) • 9:00 am - 12:15 pm • 3.0 CEUs

This workshop is designed to help child welfare professionals increase their knowledge on current drug trends in Maryland and the latest information on the opioid crisis. Substance abuse prevention strategies will be discussed as well as the connection between drug use and mental health issues. Current data will be shared and resources will be available to help caseworkers access intervention services for youth or caregivers in need.

### PROMOTING WELL-BEING AND PSYCHOLOGICAL SAFETY IN CHILDREN IMPACTED BY TRAUMA

July 27, 2017 • Online • 10:30 am - 12:00 pm • 1.5 CEUs

Presented by Letha Moszer, MSW, LCSW-C

Traumatic experiences can have a significant and long-term impact on development, social, emotional, and behavioral functioning, and a child's overall sense of well-being. Children in the child welfare system have unique considerations associated with the effects of traumatic stress, specifically related to psychological safety, managing emotions, understanding traumatic experiences, and engaging in healthy relationships.

In this webinar, participants will be provided with information on complex trauma and how traumatic stress affects development, essential components of trauma-informed child welfare practice, and strategies to support enhanced well-being and psychological safety in children exposed to trauma and involved in the child welfare system.

### HOLISTIC TRANSITIONS: MAKING THE LEAP FROM FOSTER CARE TO INDEPENDENCE

August 16, 2017 • Online • 10:30 am - 12:00 pm • 1.5 CEUs

Presented by Leslie Bishop-Joe, MA and Panel of Former Foster Youth

Just as a holistic medicine treats the whole person, so too should the child welfare system attend to the mind, body and spirit of youth who are transitioning to adulthood and independence. This webinar will stress the importance of systems and supports working together to address the overall physical, financial, emotional and spiritual well-being of Maryland's youth as they move towards a life beyond Social Services. Young adults who were once in the ranks of Maryland's foster care youth will share enlightening perspectives on what it takes to successfully make the leap from foster care to independence. This will be a unique opportunity to hear directly from youth who have "been there" about what they most wanted and needed during this critical phase. Knowing that they can't do it alone, participants will explore how they can utilize a more holistic/teaming approach to better support successful outcomes for youth in transition.

### CHILD PASSENGER SAFETY: AGES AND STAGES

September 20, 2017 • Online • 10:30 am - 12:00 pm • 1.5 CEUs

Presented by Maryland KISS (Kids in Safety Seats)

Although child welfare workers are often called upon to transport children, they may not always feel fully informed about relevant safety regulations and practices. Recommended for anyone tasked with the responsibility of transportation of children, this webinar will review current best practice Child Passenger Safety recommendations, including the selection, direction, location and installation of a car seat, and the proper harnessing of a child into the car seat. Also to be reviewed, Maryland's Child Passenger Safety Law and In and Around Vehicle recommendations.



# WORKSHOPS FOR SUPERVISORS AND ADMINISTRATORS



In recognition that supervisors and administrators have unique needs and challenges, the Child Welfare Academy offers several courses that speak to the supervisor's role in Child Welfare to support, educate, oversee direct service staff, as well as advocate for staff, children, and families.

Below is a listing of courses that may be of particular interest to child welfare supervisors and administrators. They can be found under the Supervisors and Administrators Category.

- **Supervision Matters: Supervisor Series**  
July 11, 2017 • UMB SSW • 9:00 am - 4:00 pm • 5.5 CEUs
- **Supervision Matters: Administrator Series**  
July 11, 2017 • UMB SSW • 9:00 am - 4:00 pm • 5.5 CEUs
- **Role of the Supervisor in a Trauma Informed Child Welfare System**  
July 13, 2017 • Baltimore City DSS • 9:00 am - 4:00 pm • 5.5 CEUs
- **SAFE Training for Home Study Practitioners and their Supervisor**  
July 18-19, 2017 • UMB SSW • 9:00 am - 4:00 pm • 5.5 CEUs
- **SAFE Supervisor's Training**  
July 20, 2017 • UMB SSW • 9:00 am - 1:00 pm • 4.0 CEUs
- **The Artful Management of Conflict**  
September 7, 2017 • Baltimore City DSS • 9:00 am - 4:00 pm • 5.5 CEUs
- **Assessing and Planning Using the SOS Framework: Experienced Workers and Supervisors**  
September 19, 2017 • Prince George's Co. DSS • 9:00 am - 4:00 pm • 5.5 CEU  
September 27, 2017 • Caroline Co. DSS • 9:00 am - 4:00 pm • 5.5 CEU

## WORKSHOP SERIES

The Child Welfare Academy has workshops that are offered in a series to enable a deeper and broader understanding of topics of interest to our participants. While some series can be taken in any order, some trainings are designed to be in a special order so that we can build upon concepts introduced in prior offerings. Participants must register for each workshop separately.

### Child Protection Series

Child Protection encompasses many elements to ensure all persons involved with the case including the caseworker, victim, offender, non-offending caregiver, and other children in the family have a clear understanding of the situation and are able to work together to create a safe environment and ultimately strengthen the family unit. This series will address elements related to enhancing a caseworker's interviewing skills, safety and service planning, and working with offenders. Participants are encouraged to take each class in this series in the order listed.

**Please be advised that the following courses should be taken PRIOR to the *Advanced Interviewing* class:** *Dynamics of Child Abuse & Neglect Trauma and the Impact on Assessment Interviewing; Engaging Families Impacted by Sexual Abuse in Safety and Service Planning; and Working with Offenders.*

- **Dynamics of Child Abuse & Neglect Trauma and the Impact on Assessment Interviewing**  
July 17, 2017 • Montgomery Co. DHHS • 9:00 am - 4:00 pm • 5.5 CEUs
- **Engaging Families Impacted by Sexual Abuse in Safety and Service Planning**  
August 7, 2017 • Montgomery Co. DHHS • 9:00 am - 4:00 pm • 5.5 CEUs
- **Working with Offenders**  
September 21, 2017 • Montgomery Co. DHHS • 9:00 am - 4:00 pm • 5.5 CEUs

CONTINUING  
EDUCATION  
WORKSHOP SCHEDULE

**Child Welfare Academy**  
TRANSFORMING PRACTICE THROUGH EDUCATION, TRAINING & EVALUATION

JULY 2017

6	Trauma Informed Casework	UMB SSW 525 West Redwood Street Baltimore, MD 21201
6	Impact of Child Maltreatment on Child Development	UMB SSW 525 West Redwood Street Baltimore, MD 21201
11	Supervision Matters: Supervisors and their Administrators Opening Programs	UMB SSW 525 West Redwood Street Baltimore, MD 21201
13	Red Light, Green Light: Knowing When to Stop or Go When Planning for Safety or Services	Wicomico County DSS One Stop Job Market 31901 Tri-County Way, Suite 117 Salisbury, MD 21804
13	The Role of the Supervisor in a Trauma Informed Child Welfare System	Baltimore City DSS 3031 Biddle Street Baltimore, MD 21213
17	Dynamics of Child Abuse & Neglect Trauma and the Impact on Assessment and Interviewing	Montgomery County DHHS 1301 Piccard Drive Rockville, MD 20874
18	Advanced Motivational Interviewing, ½-day <i>New!</i>	UMB SSW 525 West Redwood Street Baltimore, MD 21201
18	Ethics_Competyency of the Child Welfare Professional, ½-day	Montgomery County DHHS 1301 Piccard Drive Rockville, MD 20874
18	Engaging Fathers and Paternal Kin	Prince George's County DSS 925 Brightseat Road Landover, MD 20785
18-19	SAFE Training for Home Study Practitioners and their Supervisor	UMB SSW 525 West Redwood Street Baltimore, MD 21201
20	SAFE Supervisor's Training	UMB SSW 525 West Redwood Street Baltimore, MD 21201

CONTINUING  
EDUCATION  
WORKSHOP SCHEDULE

**Child Welfare Academy**  
TRANSFORMING PRACTICE THROUGH EDUCATION, TRAINING & EVALUATION

JULY 2017

20	American Indian/Indigenous Peoples Culture Proficiency, ½-day	Harford County DSS WAGE Connection 975 Beards Hill Road Aberdeen, MD 21001
20-21	Introduction to Consolidated Services (with CHESSIE Application)	UMB SSW 525 West Redwood Street Baltimore, MD 21201
21	Intimate Partner Stalking and the Use of Technology	Baltimore City DSS 3031 Biddle Street Baltimore, MD 21213
24-25	Introduction to CPS Responses	UMB SSW 525 West Redwood Street Baltimore, MD 21201
27	Intimate Partner Violence: Dynamics, Assessment and Intervention Strategies	UMB SSW 525 West Redwood Street Baltimore, MD 21201
25	Impact Child of Maltreatment on Child Development	UMB SSW 525 West Redwood Street Baltimore, MD 21201
27	Webinar_Promoting Well-Being and Psychological Safety in Children Impacted by Trauma <i>New!</i>	Online
31-08/02	Introduction to Out of Home Placement	UMB SSW 525 West Redwood Street Baltimore, MD 21201

CONTINUING  
EDUCATION  
WORKSHOP SCHEDULE

**Child Welfare Academy**  
TRANSFORMING PRACTICE THROUGH EDUCATION, TRAINING & EVALUATION

# AUGUST 2017

3	Safety Awareness for Child Welfare Professionals	Prince George's County DSS 925 Brightseat Road Landover, MD 20785
7	Engaging Families Impacted by Sexual Abuse in Safety and Service Planning	Montgomery County DHHS 1301 Piccard Drive Rockville, MD 20874
8	Concurrent Planning: Promoting Permanence for Children, ½-day	Somerset County DSS 30397 Mt. Vernon Rd Princess Anne, MD 21853
8	Trauma Informed Casework	UMB SSW 525 West Redwood Street Baltimore, MD 21201
9	Impact of Child Maltreatment on Child Development	UMB SSW 525 West Redwood Street Baltimore, MD 21201
10	A Journey to Remember: The Caseworker's Role in the Road to Recovery	UMB SSW 525 West Redwood Street Baltimore, MD 21201
11	Ethics_Competency of the Child Welfare Professional, ½-day	Charles County DSS 200 Kent Avenue LaPlata, MD 20646
16	Absent Parents: The Emotional and Psychological Effects on the Child Psyche	Baltimore City DSS 3031 Biddle Street Baltimore, MD 21213
16	Webinar_Holistic Transitions: Making the Leap from Foster Care to Independence <i>New!</i>	Online
17	Concurrent Planning: Promoting Permanence for Children, ½-day	Howard County DSS 7121 Columbia Gateway Drive Columbia, MD 21046
17	Secondary Traumatic Stress	UMB SSW 525 West Redwood Street Baltimore, MD 21201



CONTINUING  
EDUCATION  
WORKSHOP SCHEDULE



# AUGUST 2017

17	Trauma and Resilience, ½-day <i>New!</i>	Anne Arundel County DSS Heritage Complex 2664 Riva Road Annapolis, MD 21401
21	Intimate Partner Violence: Dynamics, Assessment and Intervention Strategies	UMB SSW 525 West Redwood Street Baltimore, MD 21201
22	Making the Most of Visits Between Birth Families and Children	Charles County DSS 200 Kent Avenue LaPlata, MD 20646
23	American/Indigenous Peoples Culture Proficiency, ½-day	Montgomery County DHHS 1301 Piccard Drive Rockville, MD 20874
30	Ethics_Ethical Decision Making - A Crisis Intervention Approach	Prince George's County DSS 925 Brightseat Road Landover, MD 20785

CONTINUING  
EDUCATION  
WORKSHOP SCHEDULE



# SEPTEMBER 2017

7	Drugs in Our Society: Prevention and Beyond, ½-day <i>New!</i>	Carroll County DSS 1232 Tech Court Westminster, MD 21157
7	Making the Most of Visits Between Birth Families and Children	Cecil County DSS 170 E. Main Street Elkton, MD 21921
7	The Artful Management of Conflict	Baltimore City DSS 3031 Biddle Street Baltimore, MD 21213
12	Working with <i>Difficult Clients</i> with a History of Substance Abuse	Allegany County DSS 1 Frederick Street Cumberland, MD 21502
12-13	Introduction to Consolidated Services (with CHESSIE Application)	UMB SSW 525 West Redwood Street Baltimore, MD 21201
12-13	Introduction to CPS Responses	UMB SSW 525 West Redwood Street Baltimore, MD 21201
13	Drugs in Our Society: Prevention and Beyond, ½-day <i>New!</i>	Anne Arundel County DSS Heritage Complex 2664 Riva Road Annapolis, MD 21401
13	Secondary Traumatic Stress	UMB SSW 525 West Redwood Street Baltimore, MD 21201
14	Red Light, Green Light: Knowing When to Stop or Go When Planning for Safety or Services	Wicomico County DSS One Stop Job Market 31901 Tri-County Way, Suite 117 Salisbury, MD 21804
18-20	Introduction to Out of Home Placement (with CHESSIE Application)	UMB SSW 525 West Redwood Street Baltimore, MD 21201

CONTINUING  
EDUCATION  
WORKSHOP SCHEDULE



# SEPTEMBER 2017

18-19	Guiding Child Welfare Clients through a Process of Change Using Motivational Interviewing	Harford County DSS WAGE Connection 975 Beards Hill Road Aberdeen, MD 21001
19	Assessing and Planning Using the SoS Framework: Experienced Worker and Supervisor Training, 1-day	Prince George's County DSS 925 Brightseat Road Landover, MD 20785
20	Webinar_Child Passenger Safety: Ages and Stages <i>New!</i>	Online
21	Advanced FIM: Reframing Strengths and Concerns	Talbot County DSS 301 Bay Street Easton, MD 21601
21	Working with Offenders	Montgomery County DHHS 1301 Piccard Drive Rockville, MD 20874
26	Conducting Screening Assessments: Seeing Reporters as Resources	Baltimore City DSS 3031 Biddle Street Baltimore, MD 21213
26	Trauma Informed Casework	Allegany County DSS 1 Frederick Street Cumberland, MD 21502
27	Assessing and Planning Using the SoS Framework: Experienced Worker and Supervisor Training, 1-day	Caroline Co. Town Office 4 N. Second Street Denton, MD 21629
27	Red Light, Green Light: Knowing When to Stop or Go When Planning for Safety or Services	Charles County DSS 200 Kent Avenue LaPlata, MD 20646
28	SAFE Interviewing Skills Workshop	UMB SSW 525 West Redwood Street Baltimore, MD 21201

## A TO Z WORKSHOP DESCRIPTIONS

### **A Journey to Remember: The Caseworker's Role in the Road to Recovery**

August 10, 2017 • UMB SSW  
9:00 am - 4:00 pm • 5.5 CEUs

September 27, 2017 • UMB SSW  
9:00 am - 4:00 pm • 5.5 CEUs

Explore the Case Worker'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.

### **Absent Parents: The Emotional and Psychological Effects on the Child Psyche**

August 16, 2017 • Baltimore City DSS  
9:00 am - 4:00 pm • 5.5 CEUs

This workshop will explore the dynamics between absent parents and emotional and psychological deficits caused to the child psyche. Various issues will be discussed including but not limited to family structure, mental health, addictions, juvenile delinquency, attachment, gender differences, and school engagement. Current literature will be discussed and participants will be able to articulate the importance of exploring various prevention and intervention techniques. The presenter is a bi-cultural forensic social worker specialized in criminal defense mitigation, dual diagnosis, crisis intervention, addictions, trauma, and working with diverse ethnic groups. This is an interactive workshop where case vignettes will be presented and participants will work in a group setting.

# A TO Z WORKSHOP DESCRIPTIONS

## Advanced FIM: Reframing Strengths and Concerns

September 21, 2017 • Talbot Co. 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.

## Advanced Motivational Interviewing

*New!*

July 18, 2017 • UMB SSW  
9:00 am - 12:15 pm • 3.0 CEUs

This interactive training will provide the opportunity to refine and practice skills learned in the earlier Motivational Interviewing training including: Reviewing the core skills of MI, the four processes of MI, and providing a deeper understanding of the role Change Talk plays in the overall process of Change. Participants will gain knowledge and experience using the “O.A.R.S.” in a way that helps to guide your clients to the point where they “talk themselves into change.” Through intense practice, this workshop will build on the skills of Evoking Change Talk in a way that enhances the social worker’s effectiveness with clients as well as providing tools that enhance clinical supervision with staff who are using MI.

## American Indian/Indigenous Peoples Culture Proficiency

July 20, 2017 • Harford Co. DSS (WAGE Connection)  
9:00 am - 12:15 pm • 3.0 CEUs

August 23, 2017 • Montgomery Co. DHHS  
9:00 am - 12:15 pm • 3.0 CEUs

Throughout history, Native Americans/American Indians/Indigenous Peoples of the United States have been misunderstood, stereotyped and viewed as the ‘minorities’ of minorities. Years of oppression and violations against Native American people have led to feelings of fear and mistrust that must be acknowledged and addressed in order for the child welfare community to meet the unique needs and concerns of this population.

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.



# A TO Z WORKSHOP DESCRIPTIONS

## **Artful Management of Conflict**

September 7-10, 2017 • Baltimore City DSS  
9:00 am - 4:00 pm • 5.5 CEUs

A key element to success as a child welfare supervisor or administrator is the ability to work effectively with different personality styles and with a variety of teams, whether they are clients, colleagues, supervisees or community partners. Because conflict is inherent when people work together, it is critical for child welfare supervisors and administrators to learn how to manage it effectively in the course of their work. In this course, participants will examine the causes of conflict and the different modes of conflict management, and will increase their understanding of their own style of addressing conflict. The importance of managing challenging personalities, recognizing and defusing anger, and cultivating emotional intelligence on the development of high functioning teams will be explored. Using case scenarios, videos and hands-on learning, participants will come away with concrete strategies for increasing the performance of their individual workers and their entire teams through the artful management of conflict.

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

September 19, 2017 • Prince George's Co. DSS  
9:00 am - 4:00 pm • 5.5 CEUs

September 27, 2017 • Caroline Co. DSS (Town Office)  
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.

## A TO Z WORKSHOP DESCRIPTIONS

### **Concurrent Planning: Promoting Permanence for Children, 1/2-day**

August 8, 2017 • Somerset Co. DSS  
9:00 am - 12:15 pm • 3.0 CEUs

August 17, 2017 • Howard Co. 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.

### **Conducting Screening Assessments: Seeing Reporters as Resources**

September 26, 2017 • Baltimore City DSS  
9:00 am - 4:00 pm • 5.5 CEUs

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.

### **Drugs in Our Society: Prevention and Beyond**

*New!*

September 7, 2017 • Carroll Co. DSS  
9:00 am - 12:15 pm • 3.0 CEUs

September 13, 2017 • Anne Arundel Co. DSS  
(Heritage Complex)  
9:00 am - 12:15 pm • 3.0 CEUs

This workshop is designed to help child welfare professionals increase their knowledge on current drug trends in Maryland and the latest information on the opioid crisis. Substance abuse prevention strategies will be discussed as well as the connection between drug use and mental health issues. Current data will be shared and resources will be available to help caseworkers access intervention services for youth or caregivers in need.

# A TO Z WORKSHOP DESCRIPTIONS

## **Dynamics of Child Abuse and Neglect Trauma and the Impact on Assessment and Interviewing**

July 17, 2017 • Montgomery Co. DHHS  
9:00 am - 4:00 pm • 5.5 CEUs

Formerly known as The Dynamics of Maltreatment and the Impact on Interviewing

This class will discuss the unique dynamics of the trauma experience of child abuse and neglect and the reaction of children and families when they are interviewed to gather information. The impact of these reactions on the worker's ability to engage with the family, and gather accurate, detailed information will be explored. Participants will examine effective interviewing styles and strategies, ideal interview environments, and common interviewing challenges across the continuum of child welfare services when assessing for risk and safety.

The following courses are recommended to be taken in this order:

- Dynamics of Child Abuse and Neglect Trauma and the Impact on Assessment Interviewing;
- Engaging Families Impacted by Sexual Abuse in Safety and Service Planning; and
- Working with Offenders.

## **Engaging Families Impacted by Sexual Abuse in Safety and Service Planning**

August 7, 2017 • Montgomery Co. DHHS  
9:00 am - 4:00 pm • 5.5 CEUs

Former title: The Dynamics of Sexual Abuse and the Impact on Safety and Service Planning

This class will explore how the unique dynamics of sexual abuse impact the ability of the case-worker to engage and partner with the family in planning for safety and appropriate services. The implications for service provisions will be considered when sexual abuse disclosures occur after the 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.

The following courses are recommended to be taken in this order:

- Dynamics of Child Abuse and Neglect Trauma and the Impact on Assessment Interviewing;
- Engaging Families Impacted by Sexual Abuse in Safety and Service Planning; and
- Working with Offenders.

## A TO Z WORKSHOP DESCRIPTIONS

### **Engaging Fathers and Paternal Kin**

July 18, 2017 • Prince George's Co. 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 engaging fathers, and develop practical strategies for working more effectively with fathers and paternal relatives.

### **Ethics\_Competyency of the Child Welfare Professional**

July 18, 2017 • Montgomery Co. DHHS  
9:00 am - 12:15 pm • 5.5 CEUs

August 11, 2017 • Charles Co. DSS  
9:00 am - 12:15 pm • 5.5 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.

### **Ethics\_Ethical Decision Making – A Crisis Intervention Approach**

August 30, 2017 • Prince George's Co. DSS  
9:00 am - 4:00 pm • 5.5 CEUs

When involved in a crisis, time is of the essence and often times social workers are expected to quickly triage and respond to a situation. The margin for error can be small or extensive depending on the situation(s). It is essential to quickly assess and react to a situation while using an ethical decision making model. This interactive 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 and utilize various decision making models.

### **Guiding Child Welfare Clients through a Process of Change Using Motivational Interviewing**

September 18-19 • Harford Co. DSS (WAGE Connection)  
9:00 am - 4:00 pm • 11.0 CEUs

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 interactive 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 practice applying this goal-oriented style of communication and approach through group activities and case scenarios.

# A TO Z WORKSHOP DESCRIPTIONS

## Impact of Child Maltreatment on Child Development

July 6, 2017 • UMB SSW  
9:00 am - 4:00 pm • 5.5 CEUs

July 25, 2017 • UMB SSW  
9:00 am - 4:00 pm • 5.5 CEUs

August 9, 2017 • UMB SSW  
9:00 am - 4:00 pm • 5.5 CEUs

This training is designed for In-Home and Out-of-Home workers to help make the connection between traumatic events and a child's ability to meet different developmental milestones. We will take a look at normal physical and psychological development and how it can be affected by childhood maltreatment and other forms of trauma. In addition, workers will be provided with ways to advocate and creative ideas for interventions with children and their caregivers.

*Participants are strongly encouraged to complete the Trauma Informed Casework training BEFORE taking this course.*

## Intimate Partner Stalking and the Use of Technology

July 21, 2017 • Baltimore City DSS  
9:00 am - 4:00 pm • 5.5 CEUs

The Internet, cell phones, GPS, and computers have the potential to be misused by domestic abusers to stalk and control their current and former intimate partners. This training will provide an overview of intimate partner stalking dynamics and tactics with an emphasis on stalking using technology. Intimate partner stalking creates a particularly dangerous and potentially lethal situation for victims. Abusers who stalk are particularly dangerous and the typologies of stalkers will be discussed. The 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.

Criminal and civil legal options are available to victims who are being stalked by a current or former partner. Participants will increase their knowledge of these legal remedies and build skills to help victims document stalking behaviors for possible future use in legal proceedings.



# A TO Z WORKSHOP DESCRIPTIONS

## **Intimate Partner Violence: Dynamics, Assessment and Intervention Strategies**

July 27, 2017 • UMB SSW  
9:00 am - 4:00 pm • 5.5 CEUs

August 21, 2017 • 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.

## **Introduction to Consolidated Services (and CHESSIE Application), 1½ -day**

July 20-21, 2017 • UMB SSW  
9:00 am - 4:00 pm • 8.5 CEUs

September 12-13, 2017 • UMB SSW  
9:00 am - 4:00 pm • 8.5 CEUs

This course is designed for NEW caseworkers who have already taken the SoS: ASSESSING FOR RISK AND SAFETY, 1½-day in-service and will be working in one the following programs: Consolidated In-Home Services/ Family Preservation, Interagency Family Services and Substance Exposed Newborns (SENS). Experienced workers and supervisors that are being transferred to work with In-Home populations in Maryland for the first time may also be registered.

This course 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. This training will also focus on skills necessary to conduct thorough assessments to prevent out-of-home placements, enhance family function and to ensure that children can be safely maintained in their homes. 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.

**Both days are required.**

Day 1: 9:00 am - 4:00 pm

Day 2: 9:00 am - 12:15 pm

# A TO Z WORKSHOP DESCRIPTIONS

## **Introduction to CPS Responses, 2-day**

July 24-25, 2017 • UMB SSW  
9:00 am - 4:00 pm • 11.0 CEUs

September 12-13, 2017 • UMB SSW  
9:00 am - 4:00 pm • 11.0 CEUs

This course is designed for NEW caseworkers that have already taken the ASSESSING FOR RISK AND SAFETY in-service. Experienced workers and supervisors that are being transferred to work with CPS populations in Maryland for the first time may also be registered. This 2-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 centered 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.

## **Introduction to Out of Home Placement (and CHESSIE Application), 3-day**

July 31 - August 2, 2017 • UMB SSW  
9:00 am - 4:00 pm • 11.0 CEUs

September 18-20, 2017 • UMB SSW  
9:00 am - 4:00 pm • 11.0 CEUs

This course is designed for NEW caseworkers that have already taken the ASSESSING FOR RISK AND SAFETY in-service. Experienced workers and supervisors that are being transferred to work with Out of Home populations in Maryland for the first time may also be registered after their supervisors have notified the Child Welfare Academy.

This 3-day 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 resources and the use of an outcome based model as well as explores the significance of support of extended family to the kinship triad.

# A TO Z WORKSHOP DESCRIPTIONS

## **Making the Most of Visits Between Birth Families and Children**

August 22, 2017 • Charles Co. DSS  
9:00 am - 4:00 pm • 5.5 CEUs

September 7, 2017 • Cecil Co. DSS  
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.

## **Red Light, Green Light: Knowing When to Stop or Go When Planning for Safety or Services**

July 13, 2017 • Wicomico Co. DSS (One Stop Job Market)  
9:00 am - 4:00 pm • 5.5 CEUs

September 14, 2017 • Wicomico Co. DSS (One Stop Job Market)  
9:00 am - 4:00 pm • 5.5 CEUs

September 27, 2017 • Charles Co. DSS  
9:00 am - 4:00 pm • 5.5 CEUs

Is this an emergent intervention or a service? What does this family need to accomplish in order to end agency involvement? The answers to these questions are not always clear. This interactive 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 involvement. Additionally, participants will explore strategies to enhance the child welfare professional's participation in developing plans that reflect the language, functional strengths, and identified supports of families.

## A TO Z WORKSHOP DESCRIPTIONS

### **Role of the Supervisor in a Trauma Informed Child Welfare System**

July 13, 2017 • Baltimore City DSS  
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.

### **SAFE Interviewing Skills Workshop**

September 28, 2017 • 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) 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.

***Prerequisite: All Attendees MUST have completed the SAFE 2-day training. Please bring your DESK GUIDE.***

### **SAFE Supervisor's Training**

July 20, 2017 • UMB SSW  
9:00 am - 1:15 pm • 4.0 CEUs

This one-day supervisor's training is designed to aid supervisors in proper supervision of SAFE. THE TWO-DAY SAFE TRAINING IS A PRE-REQUISITE FOR THE SUPERVISOR TRAINING.

It teaches supervisors how to introduce SAFE to new workers. 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.

We do ask that new workers 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.

### **SAFE Training for Home Study Practitioners and their Supervisor, 2-day**

July 18-19, 2017 • UMB SSW  
9:00 am - 4:00 pm • 11.0 CEUs

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.

# A TO Z WORKSHOP DESCRIPTIONS

## **Safety Awareness for Child Welfare Professionals**

August 3, 2017 • Prince George's Co. DSS  
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 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.

## **Secondary Traumatic Stress**

August 17, 2017 • UMB SSW  
9:00 am - 4:00 pm • 5.5 CEUs

September 13, 2017 • 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.

## **Trauma and Resilience, ½-day**

August 17, 2017 • Anne Arundel Co. DSS (Heritage Complex)  
9:00 am - 12:15 pm • 3.0 CEUs

This workshop will focus on how trauma is framed on both a personal and societal level and how resilience skills can be developed to buffer against stress, anxiety, and adversity for achieving a sense of life satisfaction and gratitude. In addition to gaining information for how to identify and/or build resiliency in children and youth in foster care, participants will explore how they can be impacted by their own primary and secondary trauma, and how that can influence their own well-being and the perceived resilience of those with whom they work.

## **Trauma Informed Casework**

July 6, 2017 • UMB SSW  
9:00 am - 4:00 pm • 5.5 CEUs

August 8, 2017 • UMB SSW  
9:00 am - 4:00 pm • 5.5 CEUs

September 26, 2017 • Allegany Co. DSS  
9:00 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.



## A TO Z WORKSHOP DESCRIPTIONS

### Webinar **Child Passenger Safety: Ages and Stages**

*New!*

September 20, 2017 • Online  
10:30 am - 12:00 pm • 1.5 CEUs

Although child welfare workers are often called upon to transport children, they may not always feel fully informed about relevant safety regulations and practices. Recommended for anyone tasked with the responsibility of transportation of children, this webinar will review current best practice Child Passenger Safety recommendations, including the selection, direction, location and installation of a car seat, and the proper harnessing of a child into the car seat. Also to be reviewed, Maryland's Child Passenger Safety Law and In and Around Vehicle recommendations.

### Webinar **Holistic Transitions: Making the Leap from Foster Care to Independence**

*New!*

August 16, 2017 • Online  
10:30 am - 12:00 pm • 1.5 CEUs

Just as a holistic medicine treats the whole person, so too should the child welfare system attend to the mind, body and spirit of youth who are transitioning to adulthood and independence. This webinar will stress the importance of systems and supports working together to address the overall physical, financial, emotional and spiritual well-being of Maryland's youth as they move towards a life beyond Social Services. Young adults who were once in the ranks of Maryland's foster care youth will share enlightening perspectives on what it takes to successfully make the leap from foster care to independence. This will be a unique opportunity to hear directly from youth who have "been there" about what they most wanted and needed during this critical phase. Knowing that they can't do it alone, participants will explore how they can utilize a more holistic/teaming approach to better support successful outcomes for youth in transition.



## A TO Z WORKSHOP DESCRIPTIONS

### Webinar **Promoting Well-Being and Psychological Safety in Children Impacted by Trauma**

*New!*

July 27, 2017 • Online  
10:30 am - 12:00 pm • 1.5 CEUs

Traumatic experiences can have a significant and long-term impact on development, social, emotional, and behavioral functioning, and a child's overall sense of well-being. Children in the child welfare system have unique considerations associated with the effects of traumatic stress, specifically related to psychological safety, managing emotions, understanding traumatic experiences, and engaging in healthy relationships.

In this webinar, participants will be provided with information on complex trauma and how traumatic stress affects development, essential components of trauma-informed child welfare practice, and strategies to support enhanced well-being and psychological safety in children exposed to trauma and involved in the child welfare system.

#### Objectives

1. Define complex trauma and identify the impact of traumatic stress on development.
2. Identify the domains impacted by traumatic stress.
3. Identify the essential components of trauma-informed child welfare practice that support well-being in children.
4. Define psychological safety and identify its importance in enhancing well-being in children in the child welfare system.
5. Identify strategies that are essential to improved psychological safety in children in the child welfare system.

### **Working with “Difficult Clients” with a History of Substance Abuse**

September 12, 2017 • Allegany Co. DSS  
9:00 am - 4:00 pm • 5.5 CEUs

This interactive workshop will utilize psychoeducation, vignettes, and media to explore effective tools for use when working with difficult clients, specifically those with a history of substance abuse. Common behavioral symptoms associated with difficult clients, specifically those with a history of substance abuse, and subsequent provider response will be discussed. Psychoeducation will also be utilized to inform participants of how drugs of abuse impact behavior, mood, and daily activities. Participants will have the opportunity to share professional experiences while identifying self-care techniques and appropriate clinical interventions for use with clients and engage in discussion related to how proper provider self-care is associated with greater client and provider satisfaction. Finally, participants will identify evidenced-based clinical interventions with proven effectiveness with this population.

# A TO Z WORKSHOP DESCRIPTIONS

## Working with Offenders

September 21, 2017 • Montgomery Co. DHHS  
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.

The following courses are recommended to be taken in this order:

- Dynamics of Child Abuse and Neglect  
Trauma and the Impact on Assessment  
Interviewing;
- Engaging Families Impacted by Sexual  
Abuse in Safety and Service Planning; and
- Working with Offenders.



UNIVERSITY of MARYLAND  
SCHOOL OF SOCIAL WORK

## Child Welfare Academy



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