

## **KVC Model Training Agenda**

- History of KVC, Mission, Vision, Values
- Professionalism & Boundaries with Families
- Cultural Sensitivity
- Safety Procedures and Infection Control
- Overview of Child Welfare System
- Confidentiality
- Documentation
- Continuous Quality Improvement (CQI) & Children & Families Services Review (CFSR)
- Child Development
- Suicide Prevention
- MANDT- Crisis Intervention
- Community Resources & After Care Services
- Solution Focused Interviewing
- Wrap Around
- Signs of Safety
- Parenting Time- Staff's role
- Teaching Social Skills & Using Strategies/Interventions with Families
- Defensive Driving & Use of Child Safety Seats
- CPR & First Aid
- Multi Ethnic Placement Act (MEPA)
- Drug Screen Testing & Electronic Monitoring
- **Structured Decision Making (SDM)**
  - One day of in depth instruction and practice using assessments to support decision making with families
- **Parenting Wisely**
  - One day learning parenting skills to utilize with families in their home. Enables ability to support & encourage parents as they attend Parenting Wisely classes
- **Trauma Systems Therapy (TST)**
  - Five day advanced clinical knowledge for employees working with clients and trauma

## **Ongoing Learning Professional Learning Opportunities**

- KVC supports attendance with community conferences and workshops  
**Recent examples:**
  - Project Harmony's Training Institute courses on abuse & neglect
  - DHHS Brown Bagger series
- Child Welfare trainings created in collaboration with NDHHS due to contract changes and identified developmental areas
- General Advanced Trainings or specialty in-services are provided to enhance employees knowledge  
**Examples:**
  - Indian Child Welfare Act (ICWA)
  - Leadership Development
  - Strengthening Families Program



## Training Summary

- Family Permanency Specialist HHS training 350 hours
- KVC Model Training Orientation 80 hours
- KVC EBP model training 50 hours
- Advanced on going professional development available frequently
- Total: Minimum of 480 hrs employees receive within the 1st year of employment to help families- priceless

## Child Welfare Service Coordination Training

- Current training for Service Coordinators (now Family Permanency Specialists) involves attendance & meeting competency in a 140 hour extensive training program with DHHS using CCFL curriculum. As well as the KVC Model Training. (130 hours. See below for topics.)

### **Agenda topics:**

- NSIS Model, safety, permanency & well being of youth
- Working with Juvenile offenders, Judicial System
- Overview of Caseplans, N-focus navigation
- Judicial Reviews & legal documentation
- Reunification, relinquishment and adoption overview

## ***New Contract Requirements***

### Families Matter Case Management Training

- Family Permanency Specialists (previously known as Service Coordinators) are immediately receiving additional advanced training to transfer Case Management responsibilities. At the end of the training, all Family Permanency Specialists will have received 350 hours of training.

The training topics are:

- NSIS assessments & safety planning
  - Conditions of Return, Conditions of Liberty
  - Communication & testifying in court, legal issues
  - HHS Policies/Procedures
  - Best interest & reasonable efforts
  - Placement issues for youth
  - New Roles and Responsibilities
- On-going trainings are evolving to ensure staff are equipped to provide for families during this transition
  - Family Permanency Specialists hired after 1/1/11 will complete the NDHHS approved training created by the CCFL
  - The training includes a detailed program with classroom instruction, field practice, and competency demonstration.