A partnership of the University of Maryland School of Social Work and the Maryland Department of Human Services (DHS)

Child Welfare Academy, University of Maryland is authorized by the Board of Social Work Examiners in Maryland to sponsor social work continuing education programs and maintains full responsibility for all trainings offered. All offerings qualify for Category I Continuing Education Units unless otherwise indicated.

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

Child Welfare Academy
525 West Redwood Street
Baltimore, MD 21201
410-706-3637
www.family.umaryland.edu/cwa

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THE CHILD WELFARE ACADEMY WELCOMES OUR NEW STAFF

Please join us in welcoming Sam Macer, MSW, who recently joined the Child Welfare Academy as the Kinship Navigator Training Specialist. Sam has been a kinship care provider and served as foster parent of teens for 16 years. He served as a PRIDE trainer, a Baltimore City DSS Commissioner and was employed as a Resources and Support Case Worker in Baltimore City before joining the Child Welfare Academy.

School of Social Work Check-in Process

Please help keep our environment safe by complying with the SSW front desk security process. When you arrive at the SSW for a CWA training, please be sure to show your Maryland State ID to the security guard at the front desk. Although this may be a hassle, it is a requirement for anyone entering the building; even those who work in the building every day. If you do not have your Maryland State ID with you, you will be asked to stop, sign in and show another picture ID. The security guard may also call CWA to confirm that you are here to attend a training. Thank you in advance for your cooperation! Questions or concerns can be directed to the CWA Director, Jennifer Kelman, jkelman@ssw.umaryland.edu.

In-Service Attendance Policy

Continuing Education Units (CEUs) 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 full-day training or 15 minutes of a half-day training for any reason (e.g., traffic, work issues, family, illness) will not be eligible to receive CEUs for their participation. We ask that participants extend professional courtesy by attending to work-related matters during designated breaks.

Staff who miss more that the allotted time of the training are welcome to audit the class.
INCLEMENT WEATHER POLICY

Due to the varied weather patterns throughout the state during the winter and recent individualized or regional closures based on weather conditions, the Child Welfare Academy has adjusted the inclement weather policy. As a general rule, the Child Welfare Academy follows the Maryland State Government schedule for delays and closures. However, please be advised that there are variations to the policy based upon the circumstances (see below). We will update the CWA Inclement Weather line as soon as we receive notice from the State of Maryland or University.

**The CWA Inclement Weather Line can be reached at 410-706-3637/ Option 5.**

**IF THE MARYLAND STATE GOVERNMENT IS GRANTED LIBERAL LEAVE OR DELAYED OPENING,** all CWA trainings are cancelled or delayed the specified allotted time.

**IN THE EVENT THE STATE OF MARYLAND GRANTS A SELECT JURISDICTION LIBERAL LEAVE OR CLOSURE AND THE TRAINING IS OCCURRING AT THAT LOCATION,** then training will be cancelled or follow the delay for that jurisdiction.

**WHEN THE TRAINING IS LOCATED ON THE UNIVERSITY OF MARYLAND-BALTIMORE CAMPUS,** it is important to look the University’s operating plan in addition to the State of Maryland. In the event the Maryland State Government is operating normally however the University of Maryland –Baltimore is delayed or closed, then the training held on the University’s campus will be delayed or cancelled, respectively.

CWA Inclement Weather Line: 410-706-3637/ Option 5
State of Maryland Closures: [www.dbm.maryland.gov/employees/Pages/WeatherRel.aspx](http://www.dbm.maryland.gov/employees/Pages/WeatherRel.aspx)
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.

<table>
<thead>
<tr>
<th>Module</th>
<th>Topic</th>
</tr>
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<tbody>
<tr>
<td>I</td>
<td>Foundations of Practice</td>
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<tr>
<td>II</td>
<td>Indicators of Dynamics of Abuse and Neglect</td>
</tr>
<tr>
<td>III</td>
<td>Engaging Children and Families</td>
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<td>IV</td>
<td>Conducting Family Centered Assessments</td>
</tr>
<tr>
<td>V</td>
<td>Planning with the Family</td>
</tr>
<tr>
<td>VI</td>
<td>Working Effectively with the Court</td>
</tr>
</tbody>
</table>

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 DHS. 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. DHS 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 DHS to determine whether accommodations are appropriate, and to what extent they will be provided.

DHS will review accommodation requests and notify the Academy when supportive services are needed. The Department of Human Services 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 DHS’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](https://www.surveymonkey.com/r/PST-reg) or go to https://www.surveymonkey.com/r/PST-reg

<table>
<thead>
<tr>
<th>Module</th>
<th>Cycle 4-20</th>
<th>Cycle 5-20</th>
<th>Cycle 6-20</th>
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<tbody>
<tr>
<td>I</td>
<td>01/07 01/08 01/09 CHESSIE</td>
<td>03/03 03/04 03/05 CHESSIE</td>
<td>04/21 04/22 04/23 CHESSIE</td>
</tr>
<tr>
<td>II</td>
<td>01/13 ONLINE 01/15 01/16</td>
<td>03/09 ONLINE 03/11 03/12</td>
<td>04/27 ONLINE 04/29 04/30</td>
</tr>
<tr>
<td>III</td>
<td>01/21 ONLINE 01/22 01/23 01/24 CHESSIE</td>
<td>03/16 ONLINE 03/17 03/18 03/19 CHESSIE</td>
<td>05/04 ONLINE 05/05 05/06 05/07 CHESSIE</td>
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<tr>
<td>IV</td>
<td>01/27 ONLINE 01/28 CHESSIE 01/29 CHESSIE 01/30 CANS 01/30 CANS-F</td>
<td>03/23 ONLINE 03/24 CHESSIE 03/25 CHESSIE 03/26 CANS 03/26 CANS-F</td>
<td>05/11 ONLINE 05/12 CHESSIE 05/13 CHESSIE 05/14 CANS 05/14 CANS-F</td>
</tr>
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<td>V</td>
<td>02/03 ONLINE 02/04 02/05 02/06 02/07 CHESSIE</td>
<td>03/30 ONLINE 03/31 04/01 04/02 04/03 CHESSIE</td>
<td>05/15 ONLINE 05/18 05/19 05/20 05/21 CHESSIE</td>
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<td>VI</td>
<td>02/11 02/12 02/13</td>
<td>04/06 04/07 04/08</td>
<td>05/26 05/27 05/28</td>
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<tr>
<td>Comprehensive Test</td>
<td>02/14</td>
<td>04/09</td>
<td>05/29</td>
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</tbody>
</table>
Foundation Training Track

Following the completion of their competency exam, workers are automatically enrolled into the Foundation Training Track by the Child Welfare Academy as the trainings become available. If the worker cannot attend on their scheduled date, they must register themselves for the next available date. These trainings must be completed within the first 2 years of employment.

<table>
<thead>
<tr>
<th>CPS Responses</th>
<th>Family Preservation</th>
<th>Placement and Permanency</th>
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<tbody>
<tr>
<td>For staff working in CPS, Alternative Response, Intake, Investigations, or Screening</td>
<td>For staff working in Family Preservation, Family Services, Consolidated Services or In-Home Services</td>
<td>For staff working in Foster Care, Resource Home, Out of Home Services or Independent Living</td>
</tr>
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### Introductory Courses:
- SoS: Assessing and Planning for Risk and Safety, 2-day
- Introduction to CPS Responses, 2-day
- Trauma Informed Casework
- Photography 101: Merging Your Trauma and Development Lenses to Capture the Whole Picture

### Trainings need to be taken in the order as assigned:
- SoS: Assessing and Planning for Risk and Safety, 2-day
- Introduction to Family Preservation, 1-day
- Trauma Informed Casework
- Photography 101: Merging Your Trauma and Development Lenses to Capture the Whole Picture
- Introduction to Placement and Permanency, 2-day (1.5 day clinical and 0.5 day CHESSIE)
- Trauma Informed Casework
- Photography 101: Merging Your Trauma and Development Lenses to Capture the Whole Picture

Once the above trainings are completed, students will be automatically enrolled into the following offerings, they do not have to be taken in order:
- Secondary Traumatic Stress
- Enhancing Your Credibility in Court
- A Journey to Remember: Supporting Clients Who Are on the Road to Recovery
- Intimate Partner Violence: Dynamics, Assessment, and Intervention
- Engaging Child Victims of Sex Trafficking: The Role of the Child Welfare Worker
Foundation Training Track

Foundation Training Track Offerings

The offerings listed below are to inform post comprehensive exam participants of their Foundation Training dates for this quarter. If you cannot attend the date assigned, log-in to the CWA LearnCenter to drop the class and register yourself for the next available course. You may also find newly added dates for the current and next quarter. Please note that offerings 1-4 should be taken in order.

1. SoS: Assessing and Planning for Risk and Safety, 2-day
   January 21-22, 2020 • UMB SSW • 9:00 AM – 4:00 PM • 11.0 CEUs

2. Introduction to CPS Responses, 2-day
   January 8-9, 2020, 2019 • UMB SSW • 9:00 AM – 4:00 PM • 11.0 CEUs
   February 11-12, 2020 • UMB SSW • 9:00 AM – 4:00 PM • 11.0 CEUs

Introduction to Family Preservation, 1-day
   January 9, 2020 • UMB SSW • 9:00 AM – 4:00 PM • 5.5 CEUs
   February 11, 2020 • UMB SSW • 9:00 AM – 4:00 PM • 5.5 CEUs

Introduction to Placement and Permanency, 2-day (1.5 days clinical and half day CHESSIE)
   January 6-7, 2020 • UMB SSW • 9:00 AM - 4:00 PM • 11.0 CEUs
   February 5-6, 2020 • UMB SSW • 9:00 AM - 4:00 PM • 11.0 CEUs

3. Trauma Informed Casework
   March 19, 2020 • UMB SSW • 9:00 AM - 4:00 pm • 5.5 CEUs

4. Photography 101: Merging Your Trauma and Development Lenses to Capture the Whole Picture
   February 12, 2020 • UMB SSW • 9:00 AM - 4:00 PM • 5.5 CEUs

5. Secondary Traumatic Stress
   January 14, 2020 • UMB SSW • 9:00 AM - 4:00 PM
   March 17, 2020 • UMB SSW • 9:00 AM - 4:00 PM

6. A Journey to Remember: Supporting Clients Who Are on the Road to Recovery
   January 22, 2020 • UMB SSW • 9:00 AM - 4:00 PM • 5.5 CEUs

7. Intimate Partner Violence: Dynamics, Assessment, and Intervention
   March 5, 2020 • UMB SSW • 9:00 AM - 4:00 PM • 5.5 CEUs

8. Engaging Child Victims of Sex Trafficking: The Role of the Child Welfare Worker
   January 8, 2020 • UMB SSW • 9:00 AM - 4:00 PM • 5.5 CEUs
Instructions for applying to Continuing Professional Education (CPE) trainings:

**Procedure for DHS Request Form Submission**

- Complete the DHS Registration request form as found online.
- Submit the completed form to your LDSS training liaison.
- Once approved, fax forms to 410.706.2423 or email to cwatraining@ssw.umaryland.edu
- The Child Welfare Academy confirms that you have selected DHS approved courses and sends the forms on to CPE for registration.
- An email confirmation is sent upon official registration.

Please feel free to check on registration by calling **410.706.1089**.

**NOTE**: Workshop materials will be emailed a week before the workshop from the CPE office.

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/
LearnCenter Updates

We continue to enhance 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 into the LearnCenter.

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.

Update Your Profile Information

With the beginning of the New Year, please take a moment to review your profile information in the CWA LearnCenter (http://sswumb.learn.taleo.net/cwa). Update your inaccurate profile information. Changes submitted to the state are not communicated to CWA. You are responsible for making sure the information that we have is correct.

Log into the CWA LearnCenter > Click My Profile

Pay special attention to:
- First and Last Name
- Day Phone
- Email
- Local Department/Company
- Manager/Supervisor Name

If you have any questions regarding making changes, please contact Jill Carter at jcarter@ssw.umaryland.edu.
Transfer of Learning (ToL) Tip Sheets

ToL refers to the ability to apply what is learned in training to actual practice in the field. Development and implementation of enhanced transfer of learning (ToL) strategies for both workers and supervisors is a focus of the Child Welfare Academy.

TRANSFER OF LEARNING TIP SHEETS
In an effort to better support ToL, the CWA has created a series of ToL tip sheets for specific trainings. The tip sheets include a description of the training, learning objectives, and ToL tips/strategies for both the worker and supervisor before and after training.

ToL tip sheets are attached to the emailed registration confirmations, to both workers and their supervisors. They can also be accessed by going to http://www.family.umaryland.edu/cwa-tol

To get the most from the training, the supervisor and worker should review the tip sheet and discuss training objectives prior to the training, and then meet again after the training to discuss and implement post training strategies.

Tip sheets currently available include:

- A Journey to Remember: Supporting Clients Who Are on the Road to Recovery
- Assessing and Planning for Risk and Safety
- Engaging Child Victims of Sex Trafficking: The Role of the Child Welfare Worker
- Enhancing Your Credibility in Court
- From Good to Great: Maximizing Skills to Enhance AR Practice
- Photography 101: Merging Your Trauma and Development Lenses to Capture the Whole Picture
- Intimate Partner Violence: Dynamics, Assessment, and Intervention Strategies
- Introduction to Placement and Permanency
- Introduction to CPS Responses
- Introduction to Family Preservation
Utilizing Coaching Skills to Enhance Leadership, Supervision and Direct Service

Coaching is defined as a process in which individuals engage in self-directed growth. Through the use of effective strategies and approaches, coaches help coaching recipients assess where they are, envision where they want to be, and determine the actions required to reach their desired goals.

Coaching can be a valuable tool for:

- Reinforcing the implementation of new initiatives,
- Strengthening child welfare supervision and leadership skills
- Supporting transfer of learning and enhancing direct service competencies and skills

Interested individuals ready to commit to professional growth and practice improvement are encouraged to sign-up to participate in the training.

- **Coaching Training, 2-day, February 3-4, 2020, UMB SSW**
- **Advanced Coaching: Building on the Coach Skillset and Mindset, April 6-7, 2020, UMB SSW, (Coaching Training, 2-day is a pre-requisite)**

“Coaching is a conversation, a dialogue, whereby the coach and the individual interact in a dynamic exchange to achieve goals, enhance performance and move the individual forward to greater success.” Zeus and Skiffington
Webinars

Case Planning for Permanency

Child Welfare cases often seem to get stuck in cycles of limited progress as they encounter common obstacles or are unable to initiate and progress towards reunification and permanence. ASFA timelines allow a very limited window of opportunity which creates challenges for case workers that demand a shift in the priorities applied to the planning and assessment process. If the focus is shifted to safety and factors that influence parental capacity, workers can better navigate the common issues that often prohibit progress and successful reunification. Participants will be provided with methods to employ during the engagement, assessment and planning phases of a case, including ways to effectively monitor and adjust the strategies of the plan in an effort to increase the likelihood for successful outcomes.

Date: January 28, 2020
Time: 10:30 AM – 12:00 PM
Facilitator: Erik Johnson, BS, Training Specialist, Child Welfare Academy

Time Management Primer for Child Welfare Professionals  NEW!

Child welfare staff are expected to meet critical deadlines, manage multiple projects, and prioritize competing demands on a daily basis. It is no wonder that many staff feel overworked, overwhelmed, and pressured to do more in less time. This seminar is designed to help program staff gain control of their time and manage their work load with greater ease and confidence. Through techniques that are easy to understand and implement, participants will learn how to get organized and stay that way, set manageable goals, prioritize tasks, and create more time in their day when there is no time to waste.

Date: February 25, 2020
Time: 10:30 AM – 12:00 PM
Facilitator: Erica Moltz, MA, NCC, Master Clinical Trainer, Adoptions Together

Intrauterine Drug Exposure  NEW!

This webinar will provide participants with an overview of common drugs of abuse (legal, prescription, and illicit) and their impact on neonatal and fetal development. The impact of post-pregnancy maternal substance abuse on the attachment process will also be reviewed. Participants will increase their knowledge of treatment options for pregnant women with a history of drug and/or alcohol abuse, and explore practical and effective interventions to employ when working with pregnant women with a history of drug and/or alcohol abuse. Clinical strategies and techniques to employ while working with children and families affected by intrauterine drug exposure will also be explored.

Date: March 19, 2020
Time: 10:30 AM – 12:00 PM
Facilitator: Tara Doaty-Mundell, PhD, Sage Wellness
Webinar Attendance Procedure

To attend the webinar you need a computer (desktop or laptop), tablet, or smartphone. For best results, use a desktop or laptop computer.

Tablets and phones will work, however there are some limitations in functionality.

- Icons are smaller so polling and hand raising may be more difficult.
- Videos shown during the presentation may not be visible.
- Your confirmation email contains a PDF on troubleshooting devices.

When entering the webinar, use the links provided in the confirmation email.

- The link will take you directly to Adobe Connect. Use the Guest log in.
- If you are using a new device or are in a new location, please consider logging in at least 30 minutes early to trouble shoot technical issues.
- Technical assistance will be available until 10 minutes prior to the start of the webinar. The call in number for technical assistance is in the confirmation email.
- Finally, feel free to click on the link prior to the day of the webinar to assess your ability to enter the space.

Because we award Category 1 CEUs, your participation is required. Since this is not an in-person classroom situation, your participation will be demonstrated by other means.

- You must sign in and out of the webinar by checking the box next to your name in the Attendance Pod. You will not be able to do this 10 minutes after the webinar initiates or 10 minutes prior to its conclusion.
- Only if your name is not in the Attendance Pod, type your name and email address in the Q&A Pod. If your name is in the Attendance Pod, select it and do not type it in the Q & A.
- You must be in the 90 minute webinar for at least 80 minutes. If you log in late or have to leave early, we still appreciate and encourage your participation, but you will not be eligible for a CEU certificate.
- We ask that you respond to presenter comments, questions, and polls appropriately. As in a live classroom, your fellow students can learn through your questions and comments.

If at some point you realize that you will not be able to attend the webinar, we appreciate you logging into the LearnCenter and DROPPING your registration. This allows for waitlisted participants to automatically move into the class.

Listening only participants will not be eligible for CEUs. Successful attendance requires the participant to log into the webinar, sign in, participate in the webinar by commenting and responding to questions, and to sign out.

If you have questions regarding your participation in one of CWA’s webinars, contact Jill Carter jcarter@ssw.umaryland.edu
New!
Continuing Education Offerings

Category: Special Interest

**Raising Disability Awareness in the Child Welfare System**
January 31, 2020 • Howard County DSS • 9:00 AM - 4:00 PM • 5.5 CEUs
March 31, 2020 • Prince George’s County DSS • 9:00 AM - 4:00 PM • 5.5 CEUs

Many individuals with disabilities who interact with the child welfare system face significant barriers. Specifically, young children are more likely to be physically abused or neglected, teens face obstacles when transitioning into adulthood and parents with disabilities are at higher risk of losing their parental rights. This training will focus on children, youth and parents with disabilities by addressing the scope of the issue, risk factors, strategies for assessment, engagement tools and best practice recommendations. Participants will increase their capacity to engage with individuals with disabilities in a manner that is individualized, strengths-based, family-centered and culturally responsive.

Category: Assessing and Planning

**Introduction to Motivational Interviewing**
January 8-9, 2020 • Prince George’s County DSS • 9:00 AM - 4:00 PM • 5.5 CEUs

Motivational Interviewing (MI) is an evidenced-based approach to guiding conversations about change and supporting movement toward a person’s goals. Child welfare professionals use MI to engage families into services and support movement toward meaningful behavior change to increase child safety and well-being. This intensive and interactive workshop is based on up-to-date information about effective MI skills and strategies. Participants will work together to explore foundational concepts and skills that support engagement and motivation for change. Participants will develop a strong foundation that supports continuing to learn and grow in the MI approach and strengthening ability to help others change.

Category: Communication and Relationships

**Working with Adolescents to Build a Cooperative Relationship**
January 14, 2020 • Baltimore City DSS (Biddle St.) • 9:00 AM - 4:00 PM • 5.5 CEUs
March 12, 2020 • Frederick County DSS • 9:00 AM - 4:00 PM • 5.5 CEUs

Adolescence can be a trying time for teens, for their parents and for the professionals who work with them. While all teenagers struggle with issues related to peers, independence, identity and self-esteem, these issues are often compounded for adopted teens and teens in care. This seminar is designed to help participants understand the relationship between trauma and adolescent development, with an emphasis upon how the normative developmental tasks of identify development, separation and individuation can be exacerbated for adolescents in care. Participants will gain a better understanding of adolescent brain development through a trauma lens and will be able to differentiate between “typical” adolescent challenges versus behavior that has been negatively shaped by trauma. Workers will learn effective ways of assisting resource parents with communicating, setting limits, gaining trust, and building a positive relationship with the teens in their care.
Category: Substance Abuse

Primer on Opioid Addiction and Treatment: How the Opioid Crisis Came to Be and How Social Workers Can Work to Solve the Epidemic

March 10, 2020 • Anne Arundel County DSS (Ritchie Hwy) • 9:00 AM - 4:00 PM • 5.5 CEUs

Addiction to prescription opioids, heroin and fentanyl and the related health, social and psychological consequences have been increasing for the last 15 years. Last year, there were more opiate overdose deaths from AIDS at the height of the HIV epidemic in the 80’s and 90’s. Substance abuse is a complex social problem that has profound implications for today’s social workers. The purpose of this course is to increase participants understanding of the biology and psychology of opiate addiction, the effect of addiction on the health of individuals with opiate use disorder (OUD), how OUD affects children and families, and how to address stigma around substance use and its treatment.
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: Supporting Clients who are on the Road to Recovery
- Basic LGBTQ Competency for Child Welfare Professionals
- Coaching Training, 2 day
- Creating Teachable Moments
- Engaging Child Victims of Sex Trafficking: The Role of the Child Welfare Worker
- Engaging Fathers and Paternal Kin
- Enhancing Your Credibility in Court
- Family Involvement Meeting Facilitation (FIM), 2 day
- Guiding Child Welfare Clients through a Process of Change Using Motivational Interviewing, 2 day
- Intimate Partner Violence: Dynamics, Assessment, and Intervention Strategies
- **Introduction to Motivational Interviewing, 2-day**
- Meeting the Ethical Responsibilities of Recent Changes to Child Abuse and Neglect Law
- Non-Defensive, De-Escalation Communication Strategies
- Partnering with Caregivers Stuck in Blocked Care
- Personality Disorders
- Photography 101: Merging Your Trauma and Development Lenses to Capture the Whole Picture
- Planning with Transitioning Youth: Independence vs Interdependence. Is There One Without the Other?
- **Primer on Opioid Addiction and Treatment: How the Opioid Crisis Came to Be and How Social Workers Can Work to Solve the Epidemic**
- Professional Conflict Resolution & a Culture of Conflict Acceptance
- **Raising Disability Awareness in the Child Welfare System**
- SAFE Refresher Training
- Safety Awareness for the Child Welfare Professional
- Secondary Traumatic Stress
- SOS: Growing Our Practice
- Strategies for Helping Children Cope During the Reunification Process
- Structured Analysis Family Evaluation (SAFE) Training for Home Study Practitioners and their Supervisors, 2 day
- Substance Use Trends Among Youth & the Effects of Substances on Families
- Webinar: Case Planning for Permanency
- **Webinar: Intrauterine Drug Exposure**
- **Webinar: Time Management Primer for Child Welfare Workers**
- Trauma Informed Casework
- **Working with Adolescents to Build a Cooperative Relationship**

Courses in blue denote New! offerings.
## Continuing Education Workshop Schedule

### January 2020

<table>
<thead>
<tr>
<th>Date</th>
<th>Workshop</th>
<th>Place</th>
</tr>
</thead>
</table>
| 8-9  | Introduction to Motivational Interviewing, 2 day | Prince Georges Co. DSS  
805 Brightseat Rd.  
Landover, MD 20785 |
| 8    | Safety Awareness for Child Welfare Professionals | Talbot Co. DSS  
301 Bay St #5  
Easton, MD 21601 |
| 8    | Engaging Child Victims of Sex Trafficking: The Role of the Child Welfare Worker | UMB SSW  
525 West Redwood St.  
Baltimore, MD 21201 |
| 9    | Engaging Fathers and Paternal Kin | Anne Arundel Co. DSS  
7500 Ritchie Hwy  
Annapolis, MD 21061 |
| 14   | Working with Adolescents to Build a Cooperative Relationship | Baltimore City DSS  
3031 East Biddle St.  
Baltimore, MD 21213 |
| 14   | Secondary Traumatic Stress | UMB SSW  
525 West Redwood St.  
Baltimore, MD 21201 |
| 14   | Trauma Informed Casework | Anne Arundel Co. DSS  
7500 Ritchie Hwy  
Annapolis, MD 21061 |
| 16   | Basic LGBTQ Competency for Child Welfare Professionals | Baltimore City DSS  
3031 East Biddle St.  
Baltimore, MD 21213 |
| 16   | Enhancing Your Credibility in Court | UMB SSW  
525 West Redwood St.  
Baltimore, MD 21201 |
| 22   | A Journey to Remember: Supporting Clients Who are on the Road to Recovery | UMB SSW  
525 West Redwood St.  
Baltimore, MD 21201 |
| 27   | SOS Booster Training, 1/2 day | Frederick Co. DSS  
1888 North Market St.  
Frederick, MD 21701 |
<p>| 28   | Webinar: Case Planning for Permanency | Online |</p>
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<td>27</td>
<td>SOS: Growing Our Practice, 1/2 day</td>
<td>Frederick Co. DSS 1888 North Market St.</td>
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<td>28</td>
<td>Non-Defensive, De-Escalation Communication Strategies</td>
<td>Howard Co. DSS 9780 Patuxent Woods Dr.</td>
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<td>Columbia, MD 21046</td>
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<td>29</td>
<td>Personality Disorders, 1/2 day</td>
<td>Queen Anne’s Co. DSS 125 Comet Dr.</td>
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<td>Centreville, MD 21617</td>
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<td>Basic LGBTQ Competency for Child Welfare Professionals</td>
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<td>3-4</td>
<td>Coaching Training, 2 day</td>
<td>UMB SSW 525 West Redwood St. Baltimore, MD 21201</td>
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<td>5</td>
<td>Basic LGBTQ Competency for Child Welfare Professionals</td>
<td>Talbot Co. DSS 301 Bay St. #5 Easton, MD 21601</td>
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<td>Basic LGBTQ Competency for Child Welfare Professionals</td>
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<tr>
<td>12</td>
<td>Substance Use Trends Among Youth &amp; the Effects of Substances on Families, 1/2 day <strong>NEW!</strong></td>
<td>UMB SSW 525 West Redwood St. Baltimore, MD 21201</td>
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<tr>
<td>12</td>
<td>Photography 101: Merging Your Trauma and Development Lenses to Capture the Whole Picture</td>
<td>UMB SSW 525 West Redwood St. Baltimore, MD 21201</td>
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<tr>
<td>12</td>
<td>Strategies for Helping Children Cope During the Reunification Process</td>
<td>Washington Co. DSS 122 North Potomac St. Hagerstown, MD 21740</td>
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<tr>
<td>18-19</td>
<td>Guiding Child Welfare Clients through a Process of Change Using Motivational Interviewing, 2 day</td>
<td>Talbot Co. DSS 301 Bay St. #5 Easton, MD 21601</td>
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<tr>
<td>20</td>
<td>Medical Aspects of Child Abuse and Neglect: Advanced Topics I</td>
<td>UMB SSW 525 West Redwood St. Baltimore, MD 21201</td>
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<tr>
<td>25-26</td>
<td>Structured Analysis Family Evaluation (SAFE) Training for Home Study Practitioners and their Supervisor, 2 day</td>
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<td>25-26</td>
<td>Family Involvement Meeting Facilitation (FIM), 2 day</td>
<td>UMB SSW 525 West Redwood St. Baltimore, MD 21201</td>
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<tr>
<td>25</td>
<td>Webinar: Time Management Primer for Child Welfare Workers <strong>NEW!</strong></td>
<td>Online</td>
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<tr>
<td>27</td>
<td>Basic LGBTQ Competency for Child Welfare Professionals</td>
<td>Baltimore City DSS 3031 East Biddle St. Baltimore, MD 21213</td>
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<td>27</td>
<td>Engaging Child Victims of Sex Trafficking: The Role of the Child Welfare Worker</td>
<td>Harford Co. DSS 2 South Bond St. Bel Air, MD 21014</td>
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# Continuing Education Workshop Schedule

## February 2020

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<td>27</td>
<td>SAFE Refresher Training</td>
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<td>28</td>
<td>Planning with Transitioning Youth: Independence vs Interdependence.</td>
<td>Anne Arundel Co. DSS</td>
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<td>Is There One Without the Other?</td>
<td>7500 Ritchie Hwy</td>
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<tr>
<td>3</td>
<td>Strategies for Helping Children Cope During the Reunification Process</td>
<td>Howard Co. DSS 9780 Patuxent Woods Dr. Columbia, MD 21406</td>
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<td>5</td>
<td>Intimate Partner Violence: Dynamics, Assessment and Intervention Strategies</td>
<td>UMB SSW 525 West Redwood St. Baltimore, MD 21201</td>
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<td>5</td>
<td>Professional Conflict Resolution and a Culture of Conflict</td>
<td>Calvert Co. DSS 200 Duke St. Prince Frederick, MD 20678</td>
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<tr>
<td>10</td>
<td>Medical Aspects of Child Abuse and Neglect: Advanced Topics II</td>
<td>UMB SSW 525 West Redwood St. Baltimore, MD 21201</td>
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<tr>
<td>10</td>
<td>Primer on Opioid Addiction and Treatment: How the Opioid Crisis Came to Be and How Social Workers Can Work to Solve the Epidemic <strong>NEW!</strong></td>
<td>Anne Arundel Co. DSS 7500 Ritchie Hwy Glen Burnie, MD 21061</td>
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<tr>
<td>12</td>
<td>Working with Adolescents to Build a Cooperative Relationship <strong>NEW!</strong></td>
<td>Frederick Co. DSS 1888 North Market St. Frederick, MD 21701</td>
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<tr>
<td>17</td>
<td>Secondary Traumatic Stress</td>
<td>UMB SSW 525 West Redwood St. Baltimore, MD 21201</td>
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<tr>
<td>17</td>
<td>Raising Disability Awareness in the Child Welfare System <strong>NEW!</strong></td>
<td>Prince George’s Co. DSS 925 Brightseat Rd. Landover, MD 20785</td>
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<tr>
<td>17</td>
<td>Partnering with Caregivers Stuck in Blocked Care</td>
<td>Dorchester Co. DSS 627 Race St. Cambridge, MD 21613</td>
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<tr>
<td>18</td>
<td>Basic LGBTQ Competency for Child Welfare Professionals</td>
<td>Baltimore City DSS 3031 East Biddle St. Baltimore, MD 21213</td>
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<tr>
<td>19</td>
<td>Webinar: Intrauterine Drug Exposure <strong>NEW!</strong></td>
<td>Online</td>
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<tr>
<td>19</td>
<td>Meeting the Ethical Responsibilities of Recent Changes to Child Abuse and Neglect Law</td>
<td>Howard Co. DSS 9780 Patuxent Woods Dr. Columbia, MD 21406</td>
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<tr>
<td>19</td>
<td>Trauma Informed Casework</td>
<td>UMB SSW 525 West Redwood St. Baltimore, MD 21201</td>
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# March 2020

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<th>Date</th>
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<td>26</td>
<td>Creating Teachable Moments</td>
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<td>Frederick, MD 21701</td>
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<tr>
<td>31</td>
<td>Raising Disability Awareness in the Child Welfare System</td>
<td>Prince George’s Co. DSS 925 Brightseat Rd.</td>
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<td>Landover, MD 20785</td>
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</table>
A Journey to Remember: Supporting Clients who are on the Road to Recovery

January 22, 2020 • 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 these complicating factors. 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 authentic engagement and better outcomes for clients.

Basic LGBTQ Competency for Child Welfare Professionals

January 16, 2020 • Baltimore City DSS (Biddle St.)
9:00 AM – 4:00 PM • 5.5 CEUs

January 29, 2020 • Baltimore City DSS (Biddle St.)
9:00 AM – 4:00 PM • 5.5 CEUs

February 5, 2020 • Talbot County DSS
9:00 AM – 4:00 PM • 5.5 CEUs

February 11, 2020 • Baltimore City DSS (Biddle St.)
9:00 AM – 4:00 PM • 5.5 CEUs

February 27, 2020 • Baltimore City DSS (Biddle St.)
9:00 AM – 4:00 PM • 5.5 CEUs

March 18, 2020 • Baltimore City DSS (Biddle St.)
9:00 AM – 4:00 PM • 5.5 CEUs

This mandatory training equips child welfare professionals with a comprehensive foundation of knowledge on lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ) individuals and their experiences with the child welfare system. Participants will learn key concepts and terminology related to sexual orientation, gender identity and expression (SOGiE). Through relevant examples, video clips, group activities, and large/small group discussion, participants will explore personal values, gain accurate information, develop a greater understanding and awareness, and identify concrete steps for advocating for and improving practice with LGBTQ youth and families.
Creating Teachable Moments

March 26, 2020 • Frederick County DSS
9:00 AM - 4:00 PM • 5.5 CEUs

Creating Teachable Moments was created to address what the statistics tell us, that youth are aging out without the skills necessary to navigate life in the direction of success! Unlike most of us growing up, some foster youth have not had the benefit of consistent, reliable role models and experiences that cultivate positive life skill development. A history of trauma makes it difficult for foster youth to develop trusting, meaningful relationships with adults, and they may exhibit challenging behaviors that further impede connection. The good news is that foster youth can and will learn critical life skills when a caring adult takes the time to teach them. Caregivers may believe that they are unable to assist with anything other than providing food, clothing, shelter and basic care, and may feel like their efforts to do anything more will fail. The reality is that most foster youth are working hard toward a better life, and caregivers and workers can make a significant difference by capitalizing on teachable moments to build the skills needed to get there. This course will explore the importance of using teachable moments to impart intangible skills such as problem solving, planning, decision-making, time management, communication, and interpersonal relations, as well as tangible skills like cooking, budgeting, or how to get a summer job. Participants will learn how teachable moments can be used to move youth towards independence and success.
**A to Z WORKSHOP DESCRIPTIONS**

**Engaging Child Victims of Sex Trafficking: The Role of the Child Welfare Worker**  
January 8, 2020 • UMB SSW  
9:00 AM - 4:00 PM • 5.5 CEUs

February 27, 2020 • Harford County DSS (Bel Air)  
9:00 AM - 4:00 PM • 5.5 CEUs

This one day workshop is designed to ensure that child welfare workers have the skills and knowledge to ensure that high-risk and trafficked children in the child welfare system are identified, assisted, and protected. Training participants will be provided with an overview of child sex trafficking in Maryland and receive information about the child sex trafficking laws and policy directives for Maryland. In addition, this workshop will provide participants with an opportunity to learn and demonstrate skills needed to successfully engage victims of child sex trafficking. Participants will collaborate with other child welfare workers by exploring case studies in the context of an interactive game where they will make decisions, identify relevant laws and policies, and both observe and rehearse the interpersonal skills needed to meet the needs of child victims of sex trafficking.

**Engaging Fathers and Paternal Kin**  
January 9, 2020 • Anne Arundel County DSS (Ritchie Hwy)  
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.

**Family Involvement Meeting Facilitation (FIM), 2 day**  
February 25-26, 2020 • UMB SSW  
9:00 AM – 4:00 PM • 11 CEUs

This two-day training is specifically designed for persons who will be a back-up or full-time facilitators. It will provide participants with the general values, principles and skills needed for introductory level facilitation of Family Involvement Meetings. Participants will gain an understanding of the MD Family Centered Practice model (FCP) principles, outcomes and goals and how a FIM reflects them. They will learn about the procedural aspects of why, when and how FIMs are scheduled and how to prepare for a FIM.

**Guiding Child Welfare Clients Through a Process of Change Using Motivational Interviewing**  
February 18-19, 2020 • Talbot County DSS  
9:00 AM – 4:00 PM • 11 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.
Intimate Partner Violence: Dynamics, Assessment and Intervention Strategies

March 5, 2020 • 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.

Medical Aspects of Child Abuse and Neglect: Advanced Topics I

February 20, 2020 • UMB SSW
9:00 AM - 4:00 PM • 5.5 CEUs

This full-day course is designed to address more challenging topics in child abuse and neglect. Specific topics will include: Healthcare Needs of Foster Youth and the Medical Home, Sexually Transmitted Infections, Understanding Child Development and Behavior, and Child Fatalities. Participants will leave with an understanding of the special health care needs of foster youth. They will become familiar with the various infections that can be transmitted sexually and the likelihood that each infection is the result of sexual abuse. Participants will also leave with an understanding of normal and abnormal child development and behavior, and when to be concerned that a child's behavior may reflect exposure to abuse or neglect. The session will end with a discussion of the evaluation of child fatalities and how Child Fatality Review Teams work.

Introduction to Motivational Interviewing, 2 day
NEW!

January 8-9, 2020 • Prince George’s Co. DSS
9:00 AM – 4:00 PM • 11 CEUs

Motivational Interviewing (MI) is an evidenced-based approach to guiding conversations about change and supporting movement toward a person’s goals. Child welfare professionals use MI to engage families into services and support movement toward meaningful behavior change to increase child safety and well-being.

This intensive and interactive workshop is based on up-to-date information about effective MI skills and strategies. Participants will work together to explore foundational concepts and skills that support engagement and motivation for change. Participants will develop a strong foundation that supports continuing to learn and grow in the MI approach and strengthening ability to help others change.

Medical Aspects of Child Abuse and Neglect: Advanced Topics II

March 10, 2020 • UMB SSW
9:00 AM - 4:00 PM • 5.5 CEUs

This full day session will go beyond the basics to address more challenging topics in child abuse and neglect. Specific topics will include: Advanced Topics in Physical Abuse (burns, head trauma, and fractures), Failure to Thrive, and Medical Child Abuse (Munchausen's Syndrome by Proxy, Factitious Disorder by Proxy). Participants will leave with a more in-depth understanding of how to distinguish abusive from accidental injury. Participants will learn about warning signs that poor growth may be the result of maltreatment. They will also learn warning signs that the medical care sought by a parent for his/her child may be unnecessary or harmful.
Meeting the Ethical Responsibilities of Recent Changes to Child Abuse and Neglect Law

March 19, 2020 • Howard County DSS
9:00 - 4:00 PM • 5.5 CEUs

This workshop will highlight the recent changes in policy and law that describe public child welfare responsibilities and licensing requirements when reporting and responding to suspected child maltreatment. Content will address the complex legal, ethical, and therapeutic issues that arise when reporting or responding to suspected child maltreatment, including making reports when an adult discloses he/she was maltreated as a child. Topics to be covered include: child abuse and neglect civil and criminal definitions, reporting requirements, confidentiality law governing child abuse and neglect information, Social Work Code of Ethics, and DHS/SSA Policy Directives.

Partnering with Caregivers Stuck in Blocked Care

March 17, 2020 • Dorchester County DSS
9:00 AM – 4:00 PM • 5.5 CEUs

Child welfare professionals and resource/pre-permanency parents often end up feeling that they are on “opposite teams.” These professionals, who often carry a huge caseload and make important and lifelong decisions on behalf of vulnerable children, experience frustration, anger and sadness when a parent does not fulfill their responsibilities. When faced with moving a behaviorally challenging child to yet another foster or pre-adopt home, they may blame the parents for being unwilling to hang in there.

Based upon the work of Dr. Jon Baylin and Dr. Dan Hughes, this workshop will help professionals understand that a parent’s brain in blocked care is similar to the brain of a child who experiences blocked trust because of all that has happened to them. Professionals will learn strategies for forming partnerships with parents to increase their capacity to empathize and reconnect with the child, as well as be a healing resource for the them.

Non-Defensive, De-Escalation Communications Strategies

January 28, 2020 • Howard County DSS
9:00 AM – 4:00 PM • 5.5 CEUs

Do you ever feel defensive, frustrated or helpless when dealing with difficult people or situations? Learning how to respond to people who may attack, blame, withdraw, or sabotage is a necessary skill to communicate non-defensively in the workplace. Developing skills to communicate clearly without engaging in power struggles is necessary for both your professional and personal development. You will learn practical strategies on how to better navigate difficult people and difficult situations in this dynamic and informative workshop.

Personality Disorders

January 29, 2020 • Queen Anne’s County DSS
9:00 AM – 12:15 PM • 3 CEUs

This training will give a basic overview of the currently recognized personality disorders. In addition to discussing assessment, diagnosis, and treatment of those with personality disorders. The presenter will also discuss ways to manage those with personality disorders, personally and professionally.
**Photography 101: Merging Your Trauma and Development Lenses to Capture the Whole Picture**

February 12, 2020 • UMB SSW
9:00 AM – 4:00 PM • 5.5 CEUs

There are developmental variations in the experience, impact and expression of trauma-related symptoms across different ages and stages. Understanding how trauma impacts child development is a key component to providing trauma-responsive care to vulnerable children. Using a developmental framework, this course focuses on understanding how trauma can alter brain development and functioning, derail attachment, and result in both long and short term effects across multiple developmental domains. Specific information is provided on typical development versus development clouded by childhood maltreatment and other forms of trauma. Participants will be encouraged to combine their trauma and development lenses to capture the whole picture. They will be provided with tools and actionable strategies for advocating, engaging, and intervening to mitigate the impact of trauma on the developing child.

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

**Planning with Transitioning Youth: Independence vs Interdependence. Is There One Without the Other?**

February 28, 2020 • Anne Arundel County DSS (Ritchie Hwy)
9:00 AM - 4:00 PM • 5.5 CEUs

Visits between children in foster care and their families are essential components to increase permanency and well-being outcomes for children. Visits can serve as an opportunity to increase parenting capacity, enhance the role of the foster parent by modeling and working with birth parents and maintain important connections between the foster child and their families (parent, sibling or other relatives). This workshop will discuss best practices for achieving successful visits. Participants will learn strategies to effectively communicate with all parties involved in a visit. Additionally, this half-day training will focus on the establishing visitation guidelines and plans, conducting ice-breakers and implementing progressive visitation more effectively.

**Primer on Opioid Addiction and Treatment: How the Opioid Crisis Came to Be and How Social Workers Can Work to Solve the Epidemic**

NEW!

March 10, 2020 • Anne Arundel County DSS (Ritchie Hwy)
9:00 AM – 4:00 PM • 5.5 CEUs

Addiction to prescription opioids, heroin and fentanyl and the related health, social and psychological consequences have been increasing for the last 15 years. Last year, there were more opiate overdose deaths from AIDS at the height of the HIV epidemic in the 80’s and 90’s. Substance abuse is a complex social problem that has profound implications for today’s social workers. The purpose of this course is to increase participants understanding of the biology and psychology of opiate addiction, the effect of addiction on the heath of individuals with opiate use disorder (OUD), how OUD affects children and families, and how to address stigma around substance use and its treatment.
SAFE Refresher Training

February 27, 2020 • UMB SSW
9:00 AM – 4:00 PM • 5.5 CEUs

The refresher is a one-day training designed to inform experienced safe practitioners and supervisors about what’s new with SAFE, strengthen mitigation skills, improve SAFE home study writing skills and review the SAFE update (reconsideration) process. There will be ample time for participants to ask questions and engage in clinical discussion of difficult home study issues.

Professional Conflict Resolution and a Culture of Conflict Acceptance

February 4, 2020 • Baltimore City DSS (Biddle St.)
9:00 AM - 4:00 PM • 5.5 CEUs

March 5, 2020 • Calvert County DSS
9:00 AM - 4:00 PM • 5.5 CEUs

How often do you disagree with your coworker or supervisor? Do you address your concerns, or do you tend to avoid creating conflict? Conflict in the workplace is unavoidable, and yet, many of us make a second career out of trying to avoid it. Unresolved conflict impedes communication, contributes to inefficient systems, and often results in burnout and turnover. Participants will learn and practice the steps to professional conflict resolution, create their own conflict resolution policy, and learn how to contribute to a culture of conflict acceptance in their organization.

Raising Disability Awareness in the Child Welfare System

NEW!

January 31, 2020 • Howard County DSS
9:00 AM - 4:00 PM • 5.5 CEUs

March 31, 2020 • Prince George’s County DSS
9:00 AM - 4:00 PM • 5.5 CEUs

Many individuals with disabilities who interact with the child welfare system face significant barriers. Specifically, young children are more likely to be physically abused or neglected, teens face obstacles when transitioning into adulthood and parents with disabilities are at higher risk of losing their parental rights. This training will focus on children, youth and parents with disabilities by addressing the scope of the issue, risk factors, strategies for assessment, engagement tools and best practice recommendations. Participants will increase their capacity to engage with individuals with disabilities in a manner that is individualized, strengths-based, family-centered and culturally responsive.

Safety Awareness for Child Welfare Professionals

January 8, 2020 • Talbot County DSS
9:00 AM – 4:00 PM

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.

Not eligible for CEUs per BSWE policy.
Secondary Traumatic Stress
January 14, 2020 • UMB SSW
9:00 AM - 4:00 PM
March 17, 2020 • UMB SSW
9:00 AM – 4:00 PM

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 in their service delivery to improve communication, increase awareness to ultimately reduce trauma for children. This workshop will explore the origins of trauma and the impact of trauma on the neurological system and the subsequent cognitive distortions and behavioral manifestations. Participants will also gain knowledge regarding appropriate trauma informed screening, assessment and intervention strategies for families and foster care providers.

Not eligible for CEUs per BSWE policy.

SOS Booster, 1/2 day
January 27, 2020 • Frederick County DSS
9:00 AM - 12:15 PM • 3 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.

SOS: Growing Our Practice, 1/2 day
January 27, 2020 • Frederick County DSS
1:00 PM - 4:15 PM • 3 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. Workshop participants will have the opportunity to share examples and get feedback and support on how they are putting the philosophy and tools of Signs of Safety into practice. Registrants should come prepared with Signs of Safety case examples (harm and danger statements, mapping, 3 houses) from their own practice to discuss. Participants will have an opportunity during the workshop to get assistance in applying the Signs of Safety with a family they are currently working with.

Strategies for Helping Children Cope During the Reunification Process
NEW!
February 12, 2020 • Washington County DSS
9:00 AM - 4:00 PM • 5.5 CEUs
March 3, 2020 • Howard County DSS
9:00 AM - 4:00 PM • 5.5 CEUs

This workshop will explore the various strategies that can be used with children in the child welfare system to help them cope during the reunification process. It is imperative for individuals working within child welfare to understand the various reunification domains and the impact of reunification on the children and their entire family system. Various issues will be discussed including but not limited to reunification trauma, accessing readiness of reunification, protective factors and building resiliency. This is an interactive workshop were cases vignettes will be presented and participants will work in a group setting to further expand on the learning experience.
Structured Analysis Family Evaluation (SAFE)
Training For Home Study Practitioners and their Supervisors
February 25-26, 2020 • UMB SSW
9:00 AM - 4:00 PM • 11 CEUs

This two-day training is mandatory for LDSS supervisors and their workers who conduct home studies. The two-day curriculum is an in-depth, step-by-step training in the use of Structured Analysis Family Evaluation. Day One is devoted to explaining the instrument and how it works. Day Two is interactive - participants perform a SAFE Home Study.

Substance Use Trends Among Youth & the Effects of Substances on Families
NEW!
February 12, 2020 • Baltimore City DSS (Biddle St.)
9:00 AM - 12:15 PM • 3 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 in their service delivery to improve communication, increase awareness to ultimately reduce trauma for children. This workshop will explore the origins of trauma and the impact of trauma on the neurological system and the subsequent cognitive distortions and behavioral manifestations. Participants will also gain knowledge regarding appropriate trauma informed screening, assessment and intervention strategies for families and foster care providers.

Working with Adolescents to Build a Cooperative Relationship
NEW!
January 14, 2020 • Baltimore City DSS (Biddle St.)
9:00 AM - 4:00 PM • 5.5 CEUs

March 12, 2020 • Frederick County DSS
9:00 AM - 4:00 PM • 5.5 CEUs

Adolescence can be a trying time for teens, for their parents and for the professionals who work with them. While all teenagers struggle with issues related to peers, independence, identity and self-esteem, these issues are often compounded for adopted teens and teens in care. This seminar is designed to help participants understand the relationship between trauma and adolescent development, with an emphasis upon how the normative developmental tasks of identify development, separation and individuation can be exacerbated for adolescents in care. Participants will gain a better understanding of adolescent brain development through a trauma lens and will be able to differentiate between “typical” adolescent challenges versus behavior that has been negatively shaped by trauma. Workers will learn effective ways of assisting resource parents with communicating, setting limits, gaining trust, and building a positive relationship with the teens in their care.
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We want to hear from you!

Click Here or locate this button on the CWA LearnCenter homepage and tell us what topics and trainings (both new and old) you would like for CWA to offer.

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