



On-Going In Person Caseworker Training – June, August, and September 2024

Title	CAPS Locator #	Date & Time	Trainer	Location
The Fine Line of Abuse: Abuse vs. Accident vs. Medical Condition	13037	Tuesday June 4 th 9:00-4:00	Jim Marlow	Sidney Holiday Inn Express 450 Folkerth Ave, Sidney
Preventing Foster and Adoption Care Disruptions	11237	Friday June 14 th 9:00-4:00	Jim Still Pepper	Mercer County DJFS, 220 W. Livingston St, Celina
The Culture of Addiction: A Missing Piece in the Puzzle of Addiction	11064	Tuesday June 18 th 9:00-4:00	Brian Bethel	Montgomery County Department of Job and Family Services, Haines Building, 3304 N Main St, Dayton
Take My Advice: Guidelines for Assessing and Advising Parents	12568	Friday June 21 st 9:00-4:00	Jody Johnston Pawel	WORTC 1312 Research Park Drive, Dayton
Trauma and Addiction: Fire and Ice	11067	Tuesday June 25 th 9:00-4:00	Brian Bethel	Montgomery County Department of Job and Family Services, Haines Building, 3304 N Main St, Dayton
Trauma-Informed Care: The Neuroscience of Trauma and Resilience	12812	Thursday June 27 th 9:00-4:00	Faye Perkins	WORTC 1312 Research Park Dr, Dayton
Human Trafficking: Modern Day Slavery ** Meets OAC Human Trafficking training requirement	12086	Tuesday August 6 th 9:00-4:00	Ken Lawson	Allen County CSB 123 W. Spring St, Lima
Building and Maintaining Boundaries ** NEW TRAINING **	14153	Wednesday August 14 th 10:00-3:15	Lauri Wolfe	WORTC 1312 Research Park Drive, Dayton
But Words Can Always Hurt Me: The Impact of Emotional Abuse	14161	Tuesday August 20 th 9:00-4:00	Brian Bethel	Montgomery County Employment Opportunity Center, 4303 W. Third St, Dayton
Beyond the Silence: Forensic Interviewing Part One	12662	Wed, Thur, Fri August 21 st – 23 rd 9:00-4:00 (W) 9:00-4:00 (T) 9:00 – 12:00 (F)	Heidi Malott	Clark County Department of Job and Family Services, 1345 Lagonda Ave, Springfield
Promoting Successful Futures by Addressing Child Traumatic Stress in the Child Welfare System	14208	Thursday August 22 nd 9:00-4:00	Kristine Buffington	Tri County Board of Recovery and MH Services 1280 N County Rd 25A, Troy



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Working with Parents of Limited Cognitive Functioning	14166	Friday September 13 th 9:00-4:00	Jody Johnston Pawel	WORTC 1312 Research Park Drive, Dayton
Basic Drug Identification	14210	Monday September 16 th 9:00-4:00	Lee Hawks	Sidney Holiday Inn Express 450 Folkerth Ave, Sidney
Identification of Meth Labs	14213	Tuesday September 17 th 9:00-4:00	Lee Hawks	Sidney Holiday Inn Express 450 Folkerth Ave, Sidney
When Relatives Have No Relationship with Kids in Care: Building the Bridge to Family	10490	Friday September 20 th 9:00-4:00	Anthony President	Allen County CSB 123 W. Spring St, Lima
Nine Essential Connections to Independent Living	14196	Monday September 23 rd 9:00-4:00	David Zidar	WORTC 1312 Research Park Drive, Dayton



On-Going Virtual Caseworker Training – August and September 2024

Title	CAPS Locator #	Date & Time	Trainer	Location
The Ethics of Trauma-Informed Self-Care	14296	Wednesday August 7 th 9:00-4:00	Faye Perkins	Zoom
Stress, Anxiety Relief with EFT/Tapping-Introduction ** NEW TRAINING **	14369	Friday August 9 th 9:00-12:00	Tijana Coso	Zoom
The 3 R's of Ethics: Recognition, Resolution, and Response	14297	Tuesday August 13 th 9:00-12:15	Stacy Simera	Zoom
How to Identify and Address Microaggressions in Today's Climate	14426	Monday August 19 th 1:00-4:15	Dan Houston	Zoom
Immigration and Child Welfare Issues	14156	Tuesday August 27 th 9:00-4:00	Katy Mercer	Zoom
Survivor-Led Human Trafficking Awareness Interdisciplinary Training ** NEW TRAINING **	14319	Friday September 6 th 1:00-4:15	Teresa Merriweather	Zoom
Fetal Alcohol Spectrum Disorders: A Hidden Struggle	14298	Wednesday September 11 th 9:00-12:00	Karen Channells	Zoom
Effective Trial Testimony in a Termination of Parental Rights Hearing	14157	Tuesday September 17 th 9:00-4:00	Katy Mercer	Zoom
Zzz's to A's: Supporting Sleep for Better Functioning	14299	Wednesday September 25 th 9:00-12:00	Stacy Simera	Zoom
Safety in the District for Direct Service Workers: What You Need to Know to Stay Safe	14300	Friday September 27 th 9:00-12:00	Cris Cross	Zoom
Trauma: Unresolved Trauma Can be a Monster of Pain and Fire	14301	Monday September 30 th 9:00-4:00	Linda Davis	Zoom

Training Descriptions

The Fine Line of Abuse: Abuse vs. Accident vs. Medical Condition

This six-hour workshop focuses exclusively on child physical abuse. Numerous case examples provide a comprehensive look at the parameters of these types of child maltreatment. Bruises, burns, abdominal injuries, fractures, and head injuries as results of physical abuse are discussed, with an emphasis on differentiating between inflicted and accidental injury. Medical conditions that can mimic abuse are also discussed. Cultural folk medicine practices that can be seen as abuse are addressed, as well.

Preventing Foster and Adoption Care Disruptions

Disruption does not have to determine the end of the relationship. This training will help participants know how to respond to youth who are struggling. Participants will discover what it takes to help youth feel like they belong. Foster and adoptive parents will learn the keys to staying on course and will explore how trust filters help prevent disruptions.

The Culture of Addiction: A Missing Piece in the Puzzle of Addiction

The disease of addiction has been described as an epidemic in American society. While there remains a consensus among professionals that addiction is a physical, psychological and behavioral illness, addiction is also a cultural phenomenon. Individuals with substance use disorders share common values, patterns of behaviors, similar forms of communication, and a shared identity. As such recent research has identified and discussed the culture of addiction. This training curriculum will explore the common practices of individuals with addiction including one's values, rituals, and relationships. In addition, ethnographic patterns of substance use will be encompassed within the content of this training.

Take My Advice: Guidelines for Assessing and Advising Parents

Many parents often hear and follow unhealthy advice or use quick-fix solutions that bring unhealthy, long-term results. These parents need clear guidelines and practical skills that help them think for themselves and plan healthy, individualized solutions to their parenting problems. This interactive workshop teaches a reliable, step-by-step method for assessing and guiding parents. You can even use the practical skills in your work or home settings, with children of any age or adults, empowering everyone in life.



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Trauma and Addiction: Fire and Ice

Although there are a multitude of factors that influence the onset and progression of addiction, there remains a consensus among mental health professionals that there is a strong correlation between trauma and the disease of addiction. As such, the marriage between an individual's traumatic experiences and substance use often creates significant challenges, as witnessed by social service professionals. This training will underscore the relationship between traumatic experiences and substance use disorders. The curriculum will also address the barriers commonly identified when servicing persons who confront the disease of addiction and have a history of trauma. Specific research-supported paradigms will be offered to assist professionals who serve this population.

Trauma-Informed Care: The Neuroscience of Trauma and Resilience

Participants will learn about the individualized nature of trauma, and how our clients' trauma responses can present as myriad maladaptive behaviors or symptoms. Using Dr. Bruce Perry's Neurosequential Model of Therapeutics and an orientation to Developmental Trauma, trauma will be explained from a biological perspective as well as an emotional one. We will learn how the brain is shaped by life experiences and discuss neuroplasticity in the context of both trauma and resilience. Participants will learn the importance of assessing for trauma to ensure trauma-responsive interventions and how to teach families about the impact of trauma on behavior, emotions, thinking, and relationships. They will learn how to deliver Trauma-informed care in their interactions with clients and will learn how to enhance resilience for both clients and themselves.

Human Trafficking: Modern-Day Slavery

Millions of people are enslaved around the world today. Half are believed to be children. Seventy percent of those entering the United States as trafficked persons are commercially sexually exploited, and many of them are children. U.S.-born children who are commercially sexually exploited are victims of domestic trafficking. Recent studies place the number of children trafficked domestically between 100,000 and 300,000. This presentation will define human trafficking, explain why it is an issue for Ohioans, offer tools to evaluate if you have come into contact with a trafficked person, and emphasize the necessity of interagency cooperation.

Completion of this learning meets OAC training requirements (5101:2-33-55; 5101:2-33-56) for human trafficking.

Building and Maintaining Boundaries

Child protection is a demanding line of work. It can be physically, mentally, and emotionally taxing. Without strong, defined boundaries in place, caseworkers can become overwhelmed and frustrated. Blurred boundaries can hinder professionalism, decision-making, and integrity. Unmanaged boundaries can lead to burnout and turnover. This course will provide caseworkers with strategies to assess, build, and maintain boundaries for personal well-being and professional integrity.

But Words Can Always Hurt Me: The Impact of Emotional Abuse

Emotional abuse is the most common form of child abuse and yet the least recognized. For many, the complexity of defining emotional abuse presents numerous obstacles to obtaining appropriate interventions. Emotional/psychological abuse can occur with or without other forms of abuse; however, it is a frequent component of physical and sexual abuse. This form of child maltreatment is not only underreported, but the impact that emotional abuse can have on the lives of children is also often minimized. The effect that emotional abuse can have on a child's life is often tragic.

This workshop will define emotional abuse and address the impact that emotional maltreatment can have on a child's development. Participants will be exposed to various forms of emotional abuse. Similarly, many signs of the emotionally abused child will be discussed. Specific strategies will be provided to assist participants in advocating for children who have experienced emotional maltreatment.

Beyond the Silence: Forensic Interviewing Part One

This workshop focuses on the forensic interview, with an emphasis on team building between law enforcement and child welfare. Sound forensic interviews are essential for the successful completion of a child sexual abuse investigation. The purpose of conducting a forensic interview is to determine whether or not a crime has occurred and to assess the child's safety. This 2½-day workshop will focus on the fundamental skills needed to conduct child interviews that are forensically appropriate.

Promoting Successful Futures by Addressing Child Traumatic Stress in the Child Welfare System

This training will help child welfare professionals who have little or no experience or training in child traumatic stress and trauma-informed care to incorporate these practices into their daily work. It includes an overview of the types of trauma (complex, intergenerational, cultural, and historic) and the impact of trauma on child development. It will also provide instruction on how to engage youth and families - using a combination of Donna Hick's Dignity Model, a case study, and participant's own case experiences - to put the Nine Essential Elements of Trauma-informed Care (NCTNS 1st edition) into practice. A significant portion of the workshop will address the risks of vicarious trauma, and identify organizational, team, and individual strategies for reducing these risks and promoting resiliency.

Working with Parents of Limited Cognitive Functioning

In this highly interactive workshop, we discuss how to identify and meet the special needs of parents with three types of cognitive limitations: learning disabilities, mental health issues, and developmental delays. We share service options and available resources, discuss special case planning issues, and explore what parenting skills these parents may have difficulty learning. Then we apply what we've learned to real life and case studies.



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Basic Drug Identification

Participants will be presented with information related to the identification of controlled substances, effects of drug abuse, understanding of drug cultures, and personal safety when encountering persons under the influence of drugs.

Identification of Meth Labs

Methamphetamine manufacture and abuse has rapidly spread across the state of Ohio. Due to the complexity and hazardous nature of methamphetamine-related activities, it is imperative to keep personnel aware of the indicators and dangers associated with it. By understanding how to identify methamphetamine laboratories and the materials related to its manufacture and use, employees will reduce the chances of injury and liability. In addition, personnel will understand the urgent need for removal of children found in a methamphetamine environment, as well as the need for rehabilitation programs for their parents.

When Relatives Have No Relationship with Kids in Care: Building the Bridge to Family

The pre-existing relationship between relatives and kids is one of the many benefits of kinship care, but what if there is no relationship? If neither the child nor the relative have a relationship, how will this impact potential placement? In this workshop, we will explore the unique opportunities and benefits relatives can have in having a fresh-start relationship with kids they may have never met and have little to no connection with. Ideas for engaging, coaching, and supporting distant kin in being a placement option and building nurturing relationships with their relatives in care will also be discussed.



Nine Essential Connections to Independent Living

Casework staff will learn how to coach children and youth on soft and hard skills needed for successful independent living. Skills that will be discussed are:

- Knowledge, skills and Information
- Maintaining relationships with significant people in their lives
- Connections to groups (family, spiritual community, work)
- Meaningful roles
- Source of joy (what makes them happy)
- System of values
- History (where they came from)
- Sense of place (certain places that are important to us)
- Means of support

The Ethics of Trauma-Informed Self-Care

This training will provide an overview on symptoms of burnout and secondary traumatic stress, as well as the ethical principles and standards that call on helpers and caregivers to care for themselves as part of ethical practice. Much of the training will focus on motivating and sustaining behavior change related to enhancing both personal and professional self-care practices and developing new skills for recognizing and managing stress responses arising from the challenges faced in environments where traumatized clients are served.



Stress, Anxiety Relief with EFT/ Tapping-Introduction

Straightforward Course for Immediate Skill Application

Now, more than ever, skills that help reduce stress, anxiety and improve unbiased, critical thinking are desperately needed. This workshop introduces Tapping, a simple and effective tool that quickly helps to reduce stress/anxiety and the effects of trauma and secondary trauma.

Evidenced-based Emotional Freedom Technique (EFT), commonly called Tapping, is a self-regulation tool that offers rapid results and easy application. Gently tapping acupuncture meridian points on your own face and upper body helps ground a person, establishes calmness, and re-engages the thinking brain.

Participants will also learn the brain science of how stress and anxiety affect critical and objective thinking, including how our childhood experiences influence how we relate to others. Having this awareness helps us to consider and reflect on how we treat others.

This skill-building course is designed in a straightforward manner to enable the immediate use of Functional Tapping (FT), an abbreviated form of EFT. It's so easy to learn and use that participants will leave with the ability to reduce their stress and anxiety by Tapping and teaching it to another.

With Tapping, stress relief is just a Tap away!

The 3 R's of Ethics: Recognition, Resolution, and Response

This course will review Ohio's ethical standards for counselors, social workers, and marriage and family therapists - with attention paid to the top violations in Ohio, resolving dilemmas, and recognizing risk management.

How to Identify and Address Microaggressions in Today's Climate

It's crucial for supervisors, workers, and clients to know how to identify and respond to micro-aggressions, either by talking about them or walking away. These conversations are essential to affect change, but they are also hard and uncomfortable. Microaggressions can be defined as thinly veiled, everyday instances of racism, homophobia, sexism (and more) that one experiences or witnesses in the workplace or toward a client. Sometimes it is an insult, other times it is an errant comment or gesture. Whether intentional or unintentional, a microaggression communicates hostile, derogatory or negative viewpoints to others. Workshop goals are to create awareness of and provide ways of confronting these harmful comments and actions.



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Immigration and Child Welfare Issues

Immigrant families constitute a large and growing portion of the national population. Almost one-fourth of children and youth in the United States are either immigrants or children of immigrants. Workshop participants will learn about the different legal statuses of immigrant families, the problems these families face in the child welfare system, and additional legal protections for undocumented youth.

Survivor-Led Human Trafficking Awareness Interdisciplinary Training

This is a survivor-led course that will not only provide the definition of human trafficking along with different typologies but offers real life specific case scenarios. The participants will have a better understanding of sex crimes and their element of crime specifics as they relate to children/youth.

The participants will have the opportunity through this training to be placed in actual situations of human trafficking using simulations.

Fetal Alcohol Spectrum Disorders: A Hidden Struggle

The course will cover what FASDs are, the primary symptoms of this brain-based disability, the difference between willful misbehavior and symptoms of FASD, how secondary symptoms can cause misdiagnoses, and how to find the support and help needed to get a child diagnosed and properly supported.

Effective Trial Testimony in a Termination of Parental Rights Hearing

In this online workshop, participants will examine and rehearse effective social worker testimony in a termination of parental rights hearing or a permanent custody hearing in juvenile court through a combination of roleplay, video demonstrations, discussions, and a mock trial. Participants will first learn the legal requirements for requesting permanent custody of a child. Then participants will learn how to organize case notes to prepare for trial; analyze the facts from their case according to the legal requirements for a permanent custody hearing; work with the prosecutor, the agency attorney, or the parents' attorney to prepare the case; understand the rules of evidence -- what can and cannot be presented; learn how to testify as a fact or an expert witness; present effective direct testimony; and navigate through cross examination.

Zzz's to A's: Supporting Sleep for Better Functioning

The purpose of this course is to educate child protective workers and caregivers on child and adolescent sleep needs, the effects of chronic sleep deprivation, and how to better support healthy sleep.



Safety in the District for Direct Service Workers: What you Need to Know to Stay Safe

This safety in the district class will provide evidenced-based information on how direct service workers can better protect themselves when in the field and while on home visits. What can be done to assist in your own safety, and how to prepare for a safe home visit. Areas that will be covered are: increasing awareness, assessing the vulnerability in different settings, when to get assistance, how to de-escalate an escalating situation, and developing prevention plans.

Trauma: Unresolved Trauma Can be a Monster of Pain and Fire

This workshop focuses on trauma and how it can affect individuals in different ways. We will discuss DSM-5 criteria on trauma- and stressor-related disorders, including Acute Stress Disorder, Adjustment Disorder, Post-traumatic Stress Disorder, Reactive Attachment Disorder, and Disinhibited Social Engagement Disorder. The definition of trauma, as well as the symptoms and types of trauma, will also be discussed; and indicators that help with the assessment and diagnosis of trauma-related disorders will be presented. Finally, treatment methods will be outlined and discussed to prepare caseworkers to better assist caregivers in working with clinicians to address trauma.



**Any trainings beyond this point are
only open to OAC Caseworkers and
Supervisors**



CORE 2.0 Caseworker Training – Round 2 – March – September 2024

NOTE: Each of the following classes have prerequisites, please see CAPS for more details

First Priority of the Caseworker Core trainings below will go to Caseworkers, any extra seats will be open to the rest of child service staff

Title	CAPS Locator #	Date & Time	Trainer	Location
Collaboration and Teaming	11641	Monday March 18 th 10:00 – 3:30	Lauri Wolfe	Tri County Board of Recovery and MH Services 1280 N County Rd 25A, Troy
Engagement and Interviewing Sills Practice	11642	Friday April 5 th 9:00 - 4:00	Diana Hoover	Tri County Board of Recovery and MH Services 1280 N County Rd 25A, Troy
Interviewing Children	11357	Friday April 19 th 9:00 – 12:45	Kristie Heckman	Tri County Board of Recovery and MH Services 1280 N County Rd 25A, Troy
Fact Gathering Skills Practice	11732	Monday April 22 nd 9:00 – 12:30	Kristin Sparks	Zoom
Determining if Abuse or Neglect Occurred	11455	Tuesday April 30 th 9:00 – 4:00	Kelly Crampton	Tri County Board of Recovery and MH Services 1280 N County Rd 25A, Troy
Assessing Risk of Future Harm	11661	Friday May 17 th 9:00 – 4:00	Ashley Bowers	Tri County Board of Recovery and MH Services 1280 N County Rd 25A, Troy
Quality Assessments of Safety: Is Immediate Intervention Necessary to Assure Child Safety?	11358	Monday May 20 th 9:00 – 4:00	Kelly Crampton	Tri County Board of Recovery and MH Services 1280 N County Rd 25A, Troy



CORE 2.0 Caseworker Training – Round 2 – March – September 2024

NOTE: Each of the following classes have prerequisites, please see CAPS for more details

First Priority of the Caseworker Core trainings below will go to Caseworkers, any extra seats will be open to the rest of child service staff

Title	CAPS Locator #	Date & Time	Trainer	Location
Managing Effects of Separation	11430	Thursday June 13 th 10:00 – 3:00	Dave Thomas	Tri County Board of Recovery and MH Services 1280 N County Rd 25A, Troy
Service Planning and Delivery	11432	Wednesday, Thursday, and Friday July 31 st – August 2 nd 9:00 – 4:00	Dave Thomas	Tri County Board of Recovery and MH Services 1280 N County Rd 25A, Troy
Working Towards Successful Reunification: Strengthening Relationships between Primary and Resource Families	11359	Thursday August 8 th 9:00 – 4:00	Kristin Sparks	Tri County Board of Recovery and MH Services 1280 N County Rd 25A, Troy
Courtroom Testimony Skills Practice	11433	Friday August 16 th 9:00 – 12:00	John Everett	Tri County Board of Recovery and MH Services 1280 N County Rd 25A, Troy
Preparing For and Completing Case Closure	11434	Thursday August 29 th 10:00 – 2:45	Dave Thomas	Tri County Board of Recovery and MH Services 1280 N County Rd 25A, Troy
Assuring Child Safety within KPAs	11360	Monday September 9 th 9:00 – 4:00	Kelly Crampton	Tri County Board of Recovery and MH Services 1280 N County Rd 25A, Troy



CORE 2.0 Caseworker Training – Round 3 – June – October 2024

NOTE: Each of the following classes have prerequisites, please see CAPS for more details
First Priority of the Caseworker Core trainings below will go to Caseworkers, any extra seats will be open to the rest of child service staff

Title	CAPS Locator #	Date & Time	Trainer	Location
Collaboration and Teaming	13581	Friday June 7 th 10:00 – 3:30	Lauri Wolfe	WORTC 1312 Research Park Drive, Dayton
Engagement and Interviewing Skills Practice	13899	Monday June 24 th 9:00-4:00	Kelly Crampton	WORTC 1312 Research Park Drive, Dayton
Interviewing Children	13765	Wednesday July 17 th 10:00-2:30	Johanna Pierce	WORTC 1312 Research Park Drive, Dayton
Fact Gathering Skills Practice	13587	Monday July 22 nd 9:00-12:30	Kristin Sparks	WORTC 1312 Research Park Drive, Dayton
Determining if Abuse or Neglect Occurred	13873	Monday August 5 th 9:00-4:00	Dave Thomas	WORTC 1312 Research Park Drive, Dayton
Assessing Risk of Future Harm	13901	Tuesday August 13 th 9:00-4:00	Kelly Crampton	WORTC 1312 Research Park Drive, Dayton
Quality Assessments of Safety: Is Immediate Intervention Necessary to Assure Child Safety?	13981	Tuesday August 20 th 9:00-4:00	Kelly Crampton	WORTC 1312 Research Park Drive, Dayton
Managing Effects of Separation	13590	Wednesday September 4 th 10:00-3:00	Lauri Wolfe	WORTC 1312 Research Park Drive, Dayton
Service Planning and Delivery	13634	Tue-Thurs Sept. 10 th -12 th 9:00-4:00	Jill Roberts	WORTC 1312 Research Park Drive, Dayton
Working Towards Successful Reunification: Strengthening Relationships between Primary and Resource Families	13592	Monday October 7 th 9:00-4:00	Kristin Sparks	WORTC 1312 Research Park Drive, Dayton
Courtroom Testimony Skills Practice	13593	Friday October 18 th 9:00-12:00	Lauri Wolfe	WORTC 1312 Research Park Drive, Dayton
Preparing For and Completing Case Closure	13595	Wednesday October 23 rd 10:00-2:45	Kristin Sparks	WORTC 1312 Research Park Drive, Dayton
Assuring Child Safety within KPAs	13597	Monday October 28 th 9:00-4:00	Johanna Pearce	WORTC 1312 Research Park Drive, Dayton



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CORE 2.0 Caseworker Training – Round 4 – July - December 2024 (virtual)

**** these virtual sessions are open to ALL 88 counties and will fill up quickly ****

NOTE: Each of the following classes have prerequisites, please see CAPS for more details

First Priority of the Caseworker Core trainings below will go to Caseworkers, any extra seats will be open to the rest of child service staff

Title	CAPS Locator #	Date & Time	Trainer	Location
Collaboration and Teaming	13588	Thursday July 18 th 9:00 – 2:45	Linda Davis	Zoom
Engagement and Interviewing Sills Practice	13589	Mon – Tue July 29 th -30 th 9:00-12:00	Linda Davis	Zoom
Interviewing Children	13591	Monday August 12 th 9:00-12:45	Linda Davis	Zoom
Fact Gathering Skills Practice	13599	Monday August 19 th 9:00-12:30	Linda Davis	Zoom
Determining if Abuse or Neglect Occurred	13600	Wed and Fri Sept 4 th and 6 th 9:00-12:00	Linda Davis	Zoom
Assessing Risk of Future Harm	13657	Thurs-Fri Sept 12 th – 13 th 1:00-4:00	Ashley Bowers	Zoom
Quality Assessments of Safety: Is Immediate Intervention Necessary to Assure Child Safety?	13601	Thurs-Fri Sept 19 th – 20 th 9:00-12:00	Linda Davis	Zoom
Managing Effects of Separation	13602	Thursday October 10 th 9:00-2:15	Linda Davis	Zoom
Service Planning and Delivery	13604	Tue-Thurs October 15 th -17 th 9:00-4:00	Linda Davis	Zoom
Working Towards Successful Reunification: Strengthening Relationships between Primary and Resource Families	13612	Tue-Wed November 5 th -6 th 9:00-12:00	Linda Davis	Zoom
Courtroom Testimony Skills Practice	13613	Thursday November 14 th 1:00-4:00	Diana Hoover	Zoom
Preparing For and Completing Case Closure	13614	Thursday November 21 st 9:00-1:00	Linda Davis	Zoom



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Assuring Child Safety within KPAs	13615	Tuesday and Wednesday December 3 rd and 4 th 9:00-12:00	Linda Davis	Zoom
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Training Descriptions

Collaboration and Teaming

Collaboration is vital for effective service delivery to families involved in the child protection system. When caseworkers recognize families as experts on their situation, the family is empowered to make decisions, which can encourage them to participate in the case process and follow through with services. It is equally important for caseworkers to practice a teaming approach with service providers, community supports, and external stakeholders. Encouraging an ongoing effort of collaboration and teaming can help build trust, a vital component of any relationship. This workshop explores collaboration and teaming in child protection and offers strategies to improve it between families, caregivers, and other partners.

Engagement and Interviewing Skills Practice

Effective engagement and interviewing skills take practice. During this course, you'll take the skills you've learned in the Introduction to Engagement and Introduction to Interviewing courses and use them to build rapport and elicit information from your peers.

Interviewing Children

Interviewing children is a vital casework task. Interviews with children are done for various reasons, such as to gather information, plan for permanency, and amplify their voices. Children and youth are vulnerable, and your interviews should be planful and done with care to not cause additional trauma. This course provides an opportunity to practice engagement skills and interview strategies. Using a trauma-informed approach, you'll practice several scenarios involving children of different developmental levels, explore relationship-building techniques, and some typical challenges with interviewing children.

Fact Gathering Skills Practice

Child protection cases require a fact-gathering process to collect relevant information to inform case decisions. The fact-gathering process occurs throughout the entire life of a case. This means every caseworker involved in the case is tasked with gathering information to make informed decisions. In this scenario-based course, you will develop a plan to gather information for your assigned case and follow through with the plan by conducting interviews. You'll also practice using engagement strategies and interviewing methods.

Determining if Abuse or Neglect Occurred

Every caseworker needs to be able to identify physical, emotional, and behavioral indicators of physical abuse, sexual abuse, emotional maltreatment, and neglect. Caseworkers will use this information when determining if abuse or neglect occurred, including recognizing if injuries to children are inflicted or accidental. Furthermore, caseworkers must know the difference between Ohio's legal definitions of abuse and neglect, and the options and rationale of child protective services case dispositions.



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Assessing Risk of Future Harm

Within the CAPM framework, an assessment of risk of future harm contains two types of assessments: a clinical assessment (Strengths and Needs Assessment) and an actuarial assessment (Family Risk Assessment). Both assessments are necessary to develop a comprehensive understanding of the family's situation and what if any, services are necessary to help reduce the risk of future maltreatment to the child. This course will cover the scope and purpose of assessing risk of future maltreatment, how the assessment of risk is conducted throughout the life of a case at specific case decisions, how to gather and analyze relevant information and assess risk of future harm, and how to analyze and synthesize information to inform case decisions.

Quality Assessments of Safety: Is Immediate Intervention Necessary to Assure Child Safety?

One of the most important responsibilities of all caseworkers is to assess safety during every contact with the child and family. This course allows you to practice completing a formal initial assessment of safety. Using a case scenario, you'll create a plan to gather information, practice information-gathering strategies, and use your critical thinking skills to formulate a safety response. Additionally, you'll document your findings in the Ohio SACWIS training environment.

Managing Effects of Separation

Placement in out-of-home care is sometimes necessary to keep children safe. When every interaction is approached using the skills reviewed in this course, it is not only best practice but also essential for minimizing the trauma of separation, assuring safe placements for children, and ultimately successful outcomes for families.

Learners should walk away from this workshop having gained confidence, competence, and motivation to reduce separation-induced trauma for children and families and skills to support families before, during, and after separation.

Service Planning and Delivery in Family-Centered Child Protective Service

Caseworker Core Module 6 establishes the child protective services process of service provision as a fundamental and critical responsibility throughout the life of a case. The workshop provides framework for assessment-driven service planning to reduce the risk of future harm through accurate identification of services by engaging families in the case planning process.



Working Towards Successful Reunification: Strengthening the Relationship Between Primary and Resource Families

The child, primary family, resource family, and caseworker all benefit from collaboration when working toward successful reunification. This course will help you learn ways to support everyone involved by focusing on strengthening the relationships between primary and resource families. You also will explore strategies to keep families engaged during placement, including visitation.

Courtroom Testimony Skills Practice

Testifying in court is an essential function of a caseworker's job. Providing effective testimony can significantly impact the outcome of a case and the orders made by the judge or magistrate. In this course, you'll be guided by an expert facilitator and given scenarios to practice providing testimony at different court hearings.

Preparing For and Completing Case Closure

Closing a case is an ending to a journey taken with families through the child protection system. To some families and caseworkers, it is a welcomed ending. To others, it may be the loss of a relationship or support system and could prompt a grief or trauma response. This course will look at the progression to case closure, determining when a case is ready to close, its impact, and the steps to complete the closure in Ohio SACWIS.

Assuring Child Safety in Key Practice Areas

Assessing and assuring child safety is one of the most important tasks a caseworker completes with children and families. This task can become even more complex when substance use, intimate partner violence, or mental health disorders are involved. In this course, learners will practice thinking critically about these key practice areas and how they affect child safety, planning assessment of safety interviews, practicing interviews, and documenting these interviews in OHIO SACWIS. They will also practice selecting an appropriate intervention to control active safety threats (safety planning).



SUPERVISOR CORE 2.0: March – December 2024

NOTE: Each of the following classes have prerequisites, please see CAPS for more details

Title	CAPS Locator #	Date & Time	Trainer	Location
Supervisor Self -Care	10048	Tuesday March 19 th 9:00 – 1:00	Markell Mettler	Zoom
Race, Equity, and Inclusion in Supervision	10998	Tuesday and Wednesday April 2 nd – 3 rd 9:00 – 12:00	Randi Burlew	Zoom
Trauma-Informed Supervision	13689	Tuesday April 23 rd 9:00 – 12:00	Katherine Bedwell	Zoom
Supervision Strategies for Managing Conflict	13263	Tuesday and Wednesday May 7 th – 8 th 9:00 – 12:00	Michelle Rivas	Zoom
Supervision Strategies for Leading Change	10110	Monday and Wednesday June 10 th and June 12 th 9:00 – 11:30	Diana Hoover	Zoom
Staff Development: The Coaching Mindset in Action	10053	Monday and Tuesday August 5 th – 6 th 9:00 – 12:00	Jewell Good	Zoom
Managing for Outcomes: Using Ohio SACWIS Data to Improve Performance	10106	Friday August 23 rd 9:00 – 12:45	Barb Cline	Zoom
Assessing and Evaluating Staff Performance	10107	Monday and Tuesday September 9 th – 10 th 9:00 – 12:00	Ruby Johnston	Zoom
Supervision Strategies to Promote Through Assessments of Safety	10050	Monday and Tuesday September 23 rd - 24 th 9:00 – 12:00	Kelly Crampton	Zoom
Examining the Supervisors Role and Impact of Screening within the Agency	10051	Tuesday October 15 th 10:00 – 3:00	Kenyetta Lomax Lee	Zoom



Western Ohio
Regional Training Center

SUPERVISOR CORE 2.0

March, April, May, June, July, August, September, October, November, and December
2024

Title	CAPS Locator #	Date & Time	Trainer	Location
Supervising Work with Kin	10108	Monday October 28 th 9:00 – 2:45	Tim Merle	Zoom
Supervising Separation and Placement Decisions	10182	Tuesday and Wednesday November 12 th – 13 th 9:00 – 12:00	Warne Edwards	Zoom
Assuring Effective Court Testimony	10229	Monday and Tuesday November 18 th – 19 th 9:00 – 12:00	Lauri Wolfe	Zoom
Case Consultation and Critical Thinking	10321	Monday and Tuesday December 9 th – 10 th 1:00 – 4:00	Diana Hoover	Zoom

Training Descriptions

Supervisor Self-Care

Professionals who work with vulnerable populations often experience extreme amounts of stress and forget the importance of self-care. Child and adult protective services supervisors face even more of a challenge as you are responsible for supporting staff affected by burnout, compassion fatigue, secondary traumatic stress, and vicarious trauma. In this course, you'll learn the various domains of stress, pinpoint some of your stressors, identify some of your obstacles to implementing self-care strategies, and develop a self-care plan that you can take back to the job and implement immediately.

Race, Equity, and Inclusion in Supervision

This course will prepare learners to lead diverse teams and build inclusive work environments. Supervisors will gain skills and strategies for recognizing biases, understanding culture and social justice issues, creating fairness and equity, and improving communication about racial equity and inclusion across the organization.

Trauma -Informed Supervision

In this course, you will learn how to support trauma-informed practice with families, strategies for providing trauma-informed supervision, and prevention of secondary traumatic stress in caseworkers.

Supervision Strategies for Managing Conflict

Conflict occurs in all aspects of our lives. Learning how to effectively manage conflict is essential. This workshop will show you how to manage conflict as supervisors. We will explore triggers for conflict, communication styles and how to adapt them, and respecting individual diversity as a strategy to manage conflict, as well as other conflict management strategies. Through discussion, reflection, and activities, supervisors will learn how to help their unit through conflict.

Supervision Strategies for Leading Change

In this workshop, you will learn and practice strategies to help effectively plan for, implement, and sustain change. Supervisors will learn strategies to help them lead change successfully and have an opportunity to develop their own plans for change. Each strategy may not be used in every situation, but learning and knowing the skills to lead change will give you the tools you need when you are called upon to lead change.

Staff Development: The Coaching Mindset in Action

Every conversation and interaction with staff are opportunities to be developmental. Supervisors who adopt a coaching mindset and incorporate effective coaching skills in their day-to-day interactions will make their job and that of their staff easier while simultaneously improving services to children, families, and older adults. This workshop pulls together and builds on several concepts learned in the pre-requisite courses, such as the



coaching mindset, the learning principles and levels of learning, the learning partnership, the 70:20:10 model and transfer of learning, and strategies to enhance staff competence, confidence, and motivation.

Managing for Outcomes: Using Ohio SACWIS Data to Improve Performance

This course will provide supervisors with knowledge and skills in navigating and interpreting data to manage the work within their units and improve performance. This workshop dives into various Ohio Statewide Automated Child Welfare Information System (Ohio SACWIS), Results Oriented Management (ROM) reports, and Ohio Department of Job and Family Services (ODJFS) Dashboards that will support you in your supervisory role. Learners will need to have access to the ODJFS Dashboard for this course. If possible, learners should also have access to the ROM Dashboard for this course.

Assessing and Evaluating Staff Performance

In this workshop, learners will be introduced to two essential practices: the performance assessment and performance evaluation of the individual staff in their unit. Assessment and evaluation are continuous processes and discrete functions necessary to produce competent and confident caseworkers. Learners will acquire knowledge of strategies for conducting ongoing performance assessments and walk through the process of developing a quality performance evaluation.

Supervision Strategies for to Promote Through Assessments of Safety

This course is designed to help supervisors gain skills to better supervise the process of assessing safety. Information and activities on assessing safety and supervision strategies will be provided, as well as multiple opportunities to practice applying these skills. You will learn from each other by sharing your experiences and expertise; the trainer will facilitate this process, but your participation is critical to the success of the workshop.

Note: You will need to access a completed Safety Assessment from your unit and its accompanying activity logs. You may print these materials prior to the class and bring them with you or access them electronically during the class.

Examining the Supervisors Role and Impact of Screening within the Agency

This workshop is designed to help supervisors across various roles within an agency understand their impact and role within the screening process. It is not only meant for supervisors directly involved in screening, but also for those in other areas of the agency who can indirectly affect the screening process.

By the end of this workshop, learners will be able to make informed decisions about what information should be collected for a referral, make basic screening decisions, and recognize potential biases of the referent and screener; ultimately improving the agency's response to reports of child abuse or neglect.



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Supervising Work with Kin

Regardless of what type of unit you supervise, your staff works with kinship supports and caregivers. This workshop will show you how to supervise through a kinship lens and infuse kin-first values into your unit culture. The connections between kinship dynamics and child safety, well-being, and permanency will be explored, as well as strategies to assist caseworkers in understanding those connections. Through discussion, reflection, and activities, you will learn how to effectively work with kin and help your unit become more aware of kinship opportunities.

Supervising Separation and Placement Decisions

In this workshop, supervisors will learn and practice strategies to help them effectively guide caseworkers in working with primary parents and children during separation. These strategies include using a trauma-informed approach when gathering documentation, planning, and conducting placements; promoting stability; and selecting the best, least restrictive placement option for children in child protective services.

Assuring Effective Court Testimony

This course provides new supervisors with information to assist them to educate, monitor, and support casework activity related to court-involved cases. These tasks include working effectively with law enforcement, county prosecutors, agency legal staff, and the court system. Supervisors will also learn strategies to help caseworkers prepare case records for court and provide effective court testimony.

Note: You must be able to access or bring two assessments that will be or already have court involvement during this course. It can be any CAPM assessment from a case of your own or one of your caseworkers.

Case Consultation and Critical Thinking

This workshop provides supervisors with the skills and knowledge they need to excel in case consultations. Through interactive discussions and thought-provoking activities, supervisors will explore the intricacies of critical thinking, delve into the ever-important issue of implicit bias, and discover the keys to balanced decision-making. They will also discover how to use CAPM tools to promote fairness, equity, and collaboration in decision-making – all while staying true to Ohio's practice model.