WORTC | Western Ohio Regional Training Center

On-Going In Person Caseworker and Supervisor Training

Title	Locator #	Date & Time	Trainer	Location
Working with Parents of Limited Cognitive Functioning	14166	Sep. 13 9am-4pm	Jody Johnston Pawel	WORTC 1312 Research Park Dr, Dayton, OH 45432
Basic Drug Identification	14210	Sep. 16 9am-4pm	Lee Hawks	Sidney Holiday Inn 450 Folkerth Ave, Sidney, OH 45365
Identification of Meth Labs	14213	Sep. 17 9am-4pm	Lee Hawks	Sidney Holiday Inn 450 Folkerth Ave, Sidney, OH 45365
When Relatives Have No Relationship with Kids in Care: Building the Bridge to Family	10490	Sep. 20 9am-4pm	Anthony President	Allen County Children Services 123 W Spring St, Lima, OH 45801
Nine Essential Connections to Independent Living	14196	Sep. 23 9am-4pm	David Zidar	WORTC 1312 Research Park Dr, Dayton, OH 45432
S.E.E.K.: Search, Engage, Explore, Kinnect	14033	Sep. 26 9am-4pm	Richard Dencer	Montgomery County Children Services 3304 N Main St, Dayton, OH 45405
The Impact of Social Media on Youth: Going Viral ** NEW TRAINING **	11659	Oct. 8 9am-4pm	Brian Bethel	Champaign County Children Services 1512 US-68 N100, Urbana, OH 43078
Safe and Together: Domestic Violence-Informed Assessments and Interviews ** Meets OAC requirement for Domestic Violence	14316	Oct. 10, 11 9am-4pm	Ashley Bowers	Allen County Children Services 123 W Spring St, Lima, OH 45801
S.E.E.K.: Search, Engage, Explore, Kinnect	14034	Oct. 15 9am-4pm	Richard Dencer	Montgomery County Children Services 3304 N Main St, Dayton, OH 45405
Beyond the Silence: Forensic Interviewing Part One	12851	Oct. 16, 17, 18 16/17 9am-4pm 18 9am-12pm	Heidi Malott	Birchwood Training Center 5844 Jaysville St. Johns Road, Greenville, OH 45331
Level Up: Time Management and Organization in Child Welfare	13594	Oct. 18 1pm-4pm	Lauri Wolfe	WORTC 1312 Research Park Dr, Dayton, OH 45432
The Good Stuff! Building Self-Esteem in Kids at Risk	14539	Oct. 31 9am-4pm	Jim Still Pepper	WORTC 1312 Research Park Dr, Dayton, OH 45432
Human Trafficking Exposed: Who, What, Why and How to Help ** Meets OAC requirement for Human Trafficking	11660	Nov. 4 9am-4pm	Ken Lawson	WORTC 1312 Research Park Dr, Dayton, OH 45432

Training	Number	Date/Time	Instructor	Location
Domestic Violence: Facts and Fundamentals ** Meets OAC requirement for Domestic Violence	14167	Nov. 12, 13 9am-4pm	Brian Bethel	WORTC 1312 Research Park Dr, Dayton, OH 45432
Domestic Violence: The Victim, the Abuser, and the Incident	17111	Nov. 14 9am-12pm	Paula Walters	Montgomery County Children Services 3304 N Main St, Dayton, OH 45405
Strangulation: What Every Caseworker Needs to Know	17112	Nov. 14 1pm-4pm	Paula Walters	Montgomery County Children Services 3304 N Main St, Dayton, OH 45405
S.E.E.K.: Search, Engage, Explore, Kinnect	14035	Nov. 20 9am-4pm	Richard Dencer	Montgomery County Children Services 3304 N Main St, Dayton, OH 45405
Street Smart Ohio: Substance Abuse Awareness and Recognition for Child Welfare Professionals	17113	Dec. 4 9am-4pm	Shawn Bain	Hardin County Job and Family Services 175 W Franklin St #150, Kenton, OH 43326
Assertiveness in the Workplace: "Professional, Push-Over or Piranha?" ** NEW TRAINING **	17115	Dec. 11 9am-4pm	Ruby Johnston	Logan County Children Services 1855 OH-47, Bellefontaine, OH 43311
Burnout Prevention	17116	Dec. 13 9am-4pm	David Zidar	WORTC 1312 Research Park Dr, Dayton, OH 45432

WORTC | Western Ohio Regional Training Center

On-Going Virtual Caseworker and Supervisor Training				
Title	Locator #	Date & Time	Trainer	Location
Effective Trial Testimony in a Termination of Parental Rights Hearing	14319	Sep. 17 9am-4pm	Katy Mercer	Zoom
Zzz's to A's: Supporting Sleep for Better Functioning	14298	Sep. 25 9am-12pm	Stacy Simera	Zoom
Safety in the District for Direct Service Workers: What You Need to Know to Stay Safe	14157	Sep. 27 9am-12pm	Cris Cross	Zoom
Trauma: Unresolved Trauma Can be a Monster of Pain and Fire	14299	Sep. 30 9am-4pm	Linda Davis	Zoom
The Social Worker in Court: Preparation and Testimony	14158	Oct. 1 9am-4pm	Katy Mercer	Zoom
Specialized, Third-Party, and Ongoing Case Investigations **** NEW TRAINING ****	16931	Oct. 4 10am-2:45pm	Warne Edwards	Zoom
Supervision and "The Office": Lessons Learned from the Managers of Dunder Mifflin	16932	Oct. 7 1pm-4:15pm	Stacey Simera	Zoom
Teens in Foster Care and Emotional Resiliency	16955	Oct. 22 9am-12pm	Jewel Harris	Zoom
Psychotropic Medications: Questions to Ask about Kids on Meds	16933	Oct. 29 9am-12pm	Stacey Simera	Zoom
Grief: Exploring the Journey of Loss	14302	Oct. 30 9am-4pm	Linda Davis	Zoom
Supervisor Self-Care **** Supervisor Core 2.0 class, but offered as an ongoing class**	16959	Nov. 1 10am-2:45pm	Lauri Wolfe	Zoom
Ethics in the Electronic Age: Standards for Ohio Social Service Professionals	16934	Nov. 6 9am-12:15pm	Stacey Simera	Zoom
ADHD among Children and Adolescents	16935	Nov. 8 9am12pm	Stacey Simera	Zoom
Anxiety Disorders: Joy, Fear, Anger, Disgust, and Sadness all Working Together	14303	Nov. 20 9am-4pm	Linda Davis	Zoom
Caseworkers and Parents: Legal Rights and Responsibilities	14159	Nov. 21 9am-4pm	Katy Mercer	Zoom
Confidentiality Requirements and Avoiding Liability	14160	Dec. 3 9am-4pm	Katy Mercer	Zoom
Race Matters for Transracial Adoptions: Preparing and Supporting Families to be Race-Conscious Advocates	17010	Dec. 6 9am-12:15pm	Laura Morello	Zoom
Resilience as a Leader: Building Confidence and Skills	16937	Dec. 12 9am-4pm	Ruby Johnston	Zoom

Training Descriptions

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.

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 Impact of Social Media on Youth: Going Viral

Throughout history technology has always served as a significant contributor and a catalyst for shaping global cultures. The proliferation of social media, smart phones, and digital communication represent much of our growing dependency on technology. While it is easy to identify the benefits that come from these advances, there remains significant concerns regarding the impact of social media specific to our younger generations. This training will explore the link between social media and the escalating trends of mental and emotional disorders among youth. Moreover, the training curriculum will highlight the unfortunate phenomenon of cyberbullying and the digital tools used for child exploitation.

Safe and Together: Domestic Violence-Informed Assessments and Interviews

This workshop introduces the Safe and Together Model approach to child welfare cases involving intimate partner violence. Day One explores domestic violence as defined by Ohio law and looks at its dynamics and impact on family members. The day also examines the relevance of domestic violence to child welfare and provides an overview of identifying signs of domestic violence and assessing survivor strengths as well as Multiple Pathways to Harm for children. Day Two focuses on domestic-violence-informed interviewing and the unique skillsets needed to interview perpetrators, adult survivors, and child survivors and create effective safety plans. The Model emphasizes community partnerships with local service providers, domestic violence advocates, law enforcement, and courts and provides an overview of Ohio mandates for certain professionals and community resources for victims such as protection orders.

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

You should also consider attending "Safe & Together: Domestic Violence-Informed Documentation and Case Planning" following this training.

S.E.E.K.: Search, Engage, Explore, Kinnect

Search, Engage, Explore, and Kinnect (S.E.E.K.) training is a values-based, intense family search and engagement (FSE) training. In this training, participants will increase their understanding of core values and foundations of

FSE, from legislation history and evolution of practice, to integrating family finding across agencies. Learners will discuss the "why" behind kin-first decision-making, how to identify and overcome barriers to connecting children with their kin, and trends in practice. Participants will learn diligent searching techniques and meaningful engagement strategies, as well as skill sets for connecting and supporting kinship families through interactive curriculum and activities.

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.

Level Up: Time Management and Organization in Child Welfare

Child protection is an extremely demanding line of work. Without appropriate time management and organization skills and tools, caseworkers can become overwhelmed and stressed, which can negatively impact children and families. This course provides a balanced discussion between barriers that can hinder productivity and solutions moving forward. Emphasis is also placed on blocking out time for self-care, which is not only critical for overall well-being, but can also promote job satisfaction and retention.

The Good Stuff! Building Self-Esteem in Kids at Risk

Abuse, neglect, placement, and other related issues take their toll on the self-esteem of kids. This workshop explores how caseworkers and caregivers can develop and enhance the self-esteem of the children with whom they work. Participants will walk away feeling stronger about their ability to meet the needs of their children.

Human Trafficking Exposed: Who, What, Why and How to Help

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.

Domestic Violence: Facts and Fundamentals

Despite the growing prevalence of domestic violence in our society, it remains one of the most under-reported crimes in the United States. Unfortunately, the secrecy surrounding the issue of intimate partner violence has

only served to perpetuate many myths and misconceptions about the causes and treatment of domestic violence. Child welfare professionals are commonly some of the first professionals who serve families in which domestic violence is present. Therefore, child welfare professionals must maintain competencies for working with all parties in domestic violence cases.

This educational curriculum offers an overview of domestic violence. Participants will be exposed to the dynamic of domestic violence, specific laws that address domestic violence in the state of Ohio, as well as specific strategies for assessing risk in domestic violence cases, and developing and implementing safe plans once domestic violence is identified.

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

Domestic Violence: The Victim, the Abuser, and the Incident

Domestic violence is a public health epidemic. It is also one of the most dangerous scenes for first responders. People face challenges when caring for adults or children whose life experiences have been centered around domestic violence. Domestic violence is difficult to understand because there is often blurred lines of what abuse actually is. Attendees will be address myths that surround abuse as well as be challenged to confront their own bias regarding the abusers, the victims, and the incidents of abuse. This workshop takes you to the uncomfortable steps of "walking a mile in their shoes." The first step in addressing the struggles of those living with domestic violence is to understand it.

Strangulation: What Every Caseworker Needs to Know

Strangulation has been identified as one of the most lethal forms of domestic violence and sexual assult. Strangulation is an ultimate form of power and control where the batterer can demonstrate control over the victim's next breath: it may have devastating psychological effects or a potentially fatal outcome.

In strangulation, unconsciousness may occur within seconds and death within minutes. Death can occur in the days following the incident as well. When domestic violence perpetrators choke (strangle) their victims, not only is this felonious assult, but it may be an attempted homicide. Strangulation is often considered the "last warning shot" before homicide.

Street Smart Ohio: Substance Abuse Awareness and Recognition for Child Welfare Professionals

Street Smart Ohio realizes that substance use affects so many Ohio families. Ohio is experiencing record numbers of overdose deaths, so now more than ever, it is important that anyone with a nexus to children understands the importance of recognizing the appearance, behavioral, and conduct indicators of drug abuse. Drugs do not discriminate and any of our families could be affected by addiction.

Assertiveness in the Workplace: "Professional, Push-Over or Piranha?"

Working in the field of human services is a challenging experience. For workers to find satisfaction and effectiveness in their jobs they need to be both willing and able to speak into situations that require advocacy. This requires confidence and strength, along with skills to be both assertive and respectful at the same time. Feeling intimidated by other professionals can quiet the needed voice of the champion for families and children at risk. Workers need to be willing to build their own assertiveness skills to manage the challenges. This workshop will help the leader and the emerging leader with the following:

- Becoming aware of their own strengths, talents, problem-solving skills as well as potential vulnerabilities under pressure
- Will increase your effectiveness as a respectful assertive leader or worker by identifying personal strengths and areas of concern and promotive factors
- Being able to cut through competing priorities, make difficult decisions, and engage others for solutions requires being both willing and able to speak up assertively into different situation to achieve success

Build relationships with colleagues and leaders that lend to loyalty, job satisfaction, and greater collaboration and joint decision-making.

Burnout Prevention

The issue of burnout plagues all areas of child welfare. The goal of this session is to provide to caseworkers and supervisors the needed skills for managing their stress levels. All workers will benefit from this core skill. Use of the self-care plan and other program-specific methods will be discussed.

The Social Worker in Court: Preparation and Testimony

Workshop participants will examine and rehearse effective social worker testimony in court through a combination of roleplay, video demonstrations, discussions, and a mock trial. Workers will learn how to: organize case notes to prepare for trial; analyze the facts from their case according to the legal requirements for an adjudicatory or a permanent custody hearing; work with the county attorney to prepare the case; work with the guardian ad litem; present effective direct testimony; navigate through cross examination.

Specialized, Third-Party, and Ongoing Case Investigations

This course is designed for child protection caseworkers and supervisors to enhance their knowledge in specialized, third-party, and ongoing case investigations. Learners will gain a deep understanding of the unique characteristics, procedures, and collaboration strategies required for these investigations, focusing on the Ohio Administrative Code rules. Through a combination of lectures, discussions, and activities, learners will be

equipped with the knowledge to effectively manage and document specialized investigations within the Ohio Statewide Automated Child Welfare Information System (Ohio SACWIS).

Supervision and "The Office": Lessons Learned from the Managers of Dunder Mifflin

The NBC show "The Office" provided viewers with unvarnished access into the daily activities in an average office setting. While the employees in the television show were engaged in the sales of paper, rather than the provision of social services, there is much that supervisors in the various social service fields can learn from the managers of Dunder Mifflin. In this workshop, we'll explore methods to help foster supervisee professional development, utilize cultural humility, and build the supervisory relationship. We'll also examine what it means to serve as your profession's gate-keeper. The workshop is organized around the American Psychological Associations' Seven Domains of Supervision, yet resources from the fields of social work, counseling, and substance abuse will also be examined.

Teens in Foster Care and Emotional Resiliency

Regardless of where young people are placed in the child welfare system, they need to develop boundaries, emotional health, and the skills to build lifelong relationships. There are specific tools that can help young people overcome the trauma of their pasts and navigate adult relationships. This workshop has been designed to incorporate the insights of foster care alumni throughout the nation to equip professionals to facilitate the emotional development of youth in care. It includes national research on foster care alumni and post-traumatic stress disorder. Participants will leave with concrete tools to support adolescents in foster care with the development of personal boundaries and the skills to build trusting, restorative relationships.

Psychotropic Medications: Questions to Ask about Kids on Meds

The purpose of this course is to educate caseworkers, foster parents and other stakeholders on psychotropic medication use in the treatment of mental disorders among children and adolescents. Specific attention will be paid to answering the questions most people ask, or should ask, regarding psychotropic medication.

Grief: Exploring the Journey of Loss

This workshop will present theoretical methods for dealing with loss and grief. The difference between normal grief (uncomplicated grief) and grief and depression (complicated grief) will be discussed and outlined. The bereaving process will be defined, and indicators and instruments that therapist use will be provided, which will help to assess loss and bereavement. A variety of specific and practical therapeutic techniques will be discussed to assist in coping with grief and loss. The Model of Complicated Mourning/Grief will be discussed, and we will explore how grief affects family systems. Ambiguous loss will be discussed so participants will recognize how this type of loss describes the loss children and parents experience in child welfare. Activities will be presented that will help children process their loss when they are mourning the loss of an attachment figure. Some of the activities/techniques that will be presented and discussed, which assist in the release of emotions for children and adults, are loss boxes, grief river, mapping the influence of the loss, grief drawer, memory books, journaling, and narrative storytelling. Large and small group discussions will occur, as well as discussing

different case examples (film characters from Steel Magnolia, Manchester by the Sea, and Philomena), which will illustrate the theories and techniques.

The computer game, Kahoot, will be played; and trainees will need a second hand-held device to log into the game page, (Kahoot.it (http://kahoot.it/) or Kahoot.com (http://kahoot.com/)). The game questions will pertain to this workshop. Other computer programs (Doodle, Mentimeter, Padlet, and Snagit) will be used to assist in interaction during large and breakout rooms discussions.

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.

Ethics in the Electronic Age: Standards for Ohio Social Service Professionals

Social service professionals face many ethical dilemmas in the electronic age. This course will examine the risks and appropriate use of electronic media for personal and professional use - from boundary violations on Facebook to effective electronic service delivery. The pros and cons of electronic service delivery will also be reviewed.

ADHD among Children and Adolescents

The purpose of this workshop is to educate attendees on the diagnosis and management of attention deficit hyperactivity disorder. DSM diagnostic criteria and evidence-based treatment practices will be of primary focus.

Anxiety Disorders: Joy, Fear, Anger, Disgust, and Sadness all Working Together

In this workshop, the different types of anxiety that adults and children experience will be explored. The following DSM criteria will be explored: separation anxiety disorder, selective mutism, specific phobia, social anxiety (social phobia), panic disorder, agoraphobia, and generalized anxiety disorder. The statistical prevalence and treatment methods will also be identified and discussed for each criterion. Case examples will be discussed from Hollywood films and actors/authors. Large and small in-depth group discussions will occur as participants explore the psychological significances in the case examples and apply those discussions to the regulations of emotions and the diagnoses of anxiety disorders.

Caseworkers and Parents: Legal Rights and Responsibilities

Can foster parents take children to their church without the parent's permission? Can fulfillment of case plan activities be a basis for deciding when a child may visit her parents? When should I inform parents of their rights related to children services' intervention? How should I talk to them about their rights? This one-day

workshop will explore those questions and more. It will explain the constitutional rights of parents, post-investigation and throughout the life of the case. It will discuss CAPTA notice at first contact requirements. Issues such as equal treatment under the law, procedural and substantive due process, residual parental rights, and religious rights will be discussed. Participants will develop skills in informing parents of their rights through the use of parental rights brochures.

Confidentiality Requirements and Avoiding Liability

This one-day workshop will help participants learn confidentiality requirements – to whom can they share information and when. It will cover how breach of confidentiality can lead to legal liability, and participants will learn ways to avoid being sued. The session will cover the confidentiality regulation, the Public Records Act, how to balance the CAPTA requirement of notice at first contact with the need to keep the reporter confidential, The Ohio Personal Information Systems Act, HIPPA, the release of information by federally assisted substance abuse treatment programs, informed consent, social worker privilege, and the duty to warn.

Resilience as a Leader: Building Confidence and Skills

Working in the field of human services is challenging. For supervisors and caseworkers to find satisfaction and effectiveness in their jobs, they need to be resilient and willing to build their own protective factors to manage the challenges. This workshop will help participants become aware of their own strengths, talents, and problem-solving skills, as well as potential vulnerabilities under pressure; increase their effectiveness as a resilient leader by identifying personal protective factors and promotive factors; cut through competing priorities, make difficult decisions, and engage others for solutions; build relationships with colleagues and leaders that lend to loyalty and job satisfaction. There is a direct connection between an individual's resilience and organizational results.

DSM Pathologies in Winnie the Pooh's World

This workshop will provide information to child welfare workers, supervisors, and counselors about mental health disorders, as displayed by the characters in the childhood story of Winnie and the Pooh. The characters' diagnoses that will be discussed are (which are common in the child welfare client population): Attention Deficit Disorder (ADHD), Obsessive Compulsive Disorder (OCD), Generalized Anxiety Disorder (GAD), Dysthymic Disorder (Depression), Narcissistic Personality Disorder, and Dyslexia. The case studies from Winnie the Pooh will help illustrate the current criteria of the different disorders as described in the Diagnostic Statistical Manual of Mental Disorders (DSM). An explanation of the current treatment methods for the disorders will be presented. Small and large group exercises will be used to help understand the disorders.

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

WORTC | Western Ohio Regional Training Center

CORE 2.0 Caseworker Training – Round 3 – June - October
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 children service staff

Title	Locator #	Date & Time	Trainer	Location
Collaboration and Teaming	13581	June 7th 10am-3:30pm	Lauri Wolfe	WORTC 1312 Research Park Dr, Dayton, OH 45432
Engagement and Interviewing Sills Practice	13899	June 24th 9am-4pm	Kelly Crampton	WORTC 1312 Research Park Dr, Dayton, OH 45432
Interviewing Children	13765	July 17th 10am-2:30pm	Johanna Pierce	WORTC 1312 Research Park Dr, Dayton, OH 45432
Fact Gathering Skills Practice	13587	July 22nd 9am-12:30pm	Kristin Sparks	WORTC 1312 Research Park Dr, Dayton, OH 45432
Determining if Abuse or Neglect Occurred	13873	August 5th 9am-4pm	Dave Thomas	WORTC 1312 Research Park Dr, Dayton, OH 45432
Assessing Risk of Future Harm	13901	August 13th 9am-4pm	Kelly Crampton	WORTC 1312 Research Park Dr, Dayton, OH 45432
Quality Assessments of Safety: Is Immediate Intervention Necessary to Assure Child Safety?	13981	August 20th 9am-4pm	Kelly Crampton	WORTC 1312 Research Park Dr, Dayton, OH 45432
Managing Effects of Separation	13590	September 4th 10am-3pm	Lauri Wolfe	WORTC 1312 Research Park Dr, Dayton, OH 45432
Service Planning and Delivery	13634	Sept. 10th -12th 9am-4pm	Jill Roberts	WORTC 1312 Research Park Dr, Dayton, OH 45432
Working Towards Successful Reunification: Strengthening Relationships between Primary and Resource Families	13592	October 7th 9am-4pm	Kristin Sparks	WORTC 1312 Research Park Dr, Dayton, OH 45432
Courtroom Testimony Skills Practice	13593	October 18th 9am-12pm	Lauri Wolfe	WORTC 1312 Research Park Dr, Dayton, OH 45432
Preparing For and Completing Case Closure	13595	October 23rd 10am-2:45pm	Kristin Sparks	WORTC 1312 Research Park Dr, Dayton, OH 45432
Assuring Child Safety within KPAs	13597	October 28th 9am-4pm	Johanna Pearce	WORTC 1312 Research Park Dr, Dayton, OH 45432

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CORE 2.0 Caseworker Training – Round 4 – October – February 2025

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 children service staff

Title	Locator #	Date & Time	Trainer	Location
Collaboration and Teaming	16339	Oct. 18 10am-3:30pm	Johanna Pearce	Tr-County Board 1280 N County Rd 25A, Troy, OH 45373
Engagement and Interviewing Skills Practice	16446	Oct. 30 9am-4pm	Miranda Borland	Tr-County Board 1280 N County Rd 25A, Troy, OH 45373
Interviewing Children	16340	Nov. 12 12:30pm-4:15pm	Johanna Pearce	Tr-County Board 1280 N County Rd 25A, Troy, OH 45373
Fact Gathering Skills Practice	16447	Nov. 19 9am-12:30pm	Kelly Crampton	Zoom
Determining if Abuse or Neglect Occurred	16341	Dec. 6 9am-4pm	Kristie Heckman	Tr-County Board 1280 N County Rd 25A, Troy, OH 45373
Assessing Risk of Future Harm	16680	Dec. 10 9am-4pm	Kelly Crampton	Sidney Holiday Inn 450 Folkerth Ave, Sidney, OH 45365
Quality Assessments of Safety: Is Immediate Intervention Necessary to Assure Child Safety?	16342	Dec. 17 9am-4pm	Johanna Pearce	Tr-County Board 1280 N County Rd 25A, Troy, OH 45373
Managing Effects of Separation	16449	Jan. 16 10am-3pm	Faye Perkins	Zoom
Service Planning and Delivery	16450	Jan. 28, 29, 30 9am-4pm	Warne Edwards	Zoom
Working Towards Successful Reunification: Strengthening Relationships between Primary and Resource Families	16451	Feb. 3, 4 9am-12pm	Warne Edwards	Zoom
Courtroom Testimony Skills Practice	16452	Feb. 10 1pm-4pm	Kristie Heckman	Zoom
Preparing For and Completing Case Closure	16453	Feb. 18 10am-2:45pm	Warne Edwards	Zoom
Assuring Child Safety within KPAs	16454	Feb. 25, 26 9am-12pm	Warne Edwards	Zoom

WURTC | Western Ohio Regional Training Center

CORE 2.0 Caseworker Training – Virtual Round July-December
** 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	July 18 9am-2:45pm	Linda Davis	Zoom
Engagement and Interviewing Sills Practice	13589	July 29, 30 9am-12pm	Linda Davis	Zoom
Interviewing Children	13591	Aug. 12 9am-12:45pm	Linda Davis	Zoom
Fact Gathering Skills Practice	13599	Aug. 19 9am-12:30pm	Linda Davis	Zoom
Determining if Abuse or Neglect Occurred	13600	Sep. 4, 6 9am-12pm	Linda Davis	Zoom
Assessing Risk of Future Harm	13657	Sep. 12, 13 1pm-4pm	Ashley Bowers	Zoom
Quality Assessments of Safety: Is Immediate Intervention Necessary to Assure Child Safety?	13601	Sep. 19, 20 9am-12pm	Linda Davis	Zoom
Managing Effects of Separation	13602	Oct. 10 9am-2:15pm	Linda Davis	Zoom
Service Planning and Delivery	13604	Oct. 15, 16, 17 9am-4pm	Linda Davis	Zoom
Working Towards Successful Reunification: Strengthening Relationships between Primary and Resource Families	13612	Nov. 5, 6 9am-12pm	Linda Davis	Zoom
Courtroom Testimony Skills Practice	13613	Nov. 14 1pm-4pm	Diana Hoover	Zoom
Preparing For and Completing Case Closure	13614	Nov. 21 9am-1pm	Linda Davis	Zoom
Assuring Child Safety within KPAs	13588	Dec. 3, 4 9am-12pm	Linda Davis	Zoom

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.

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:** | | | | |
| 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	Mar. 19 9am-1pm	Markell (Kelly) Mettler	Zoom
Race, Equity, and Inclusion in Supervision	10998	Apr. 2, 3 9am-12pm	Randi Burlew	Zoom
Trauma-Informed Supervision	13689	Apr. 23 9am-12pm	Kristine Buffington	Zoom
Supervision Strategies for Managing Conflict	13263	May. 7, 8 9am-12pm	Michelle Rivas	Zoom
Supervision Strategies for Leading Change	10110	June. 10, 12 9am-11:30am	Diana Hoover	Zoom
Staff Development: The Coaching Mindset in Action	10053	Aug. 5, 6 9am-12pm	Jewell Good	Zoom
Managing for Outcomes: Using Ohio SACWIS Date to Improve Performance	10106	Aug. 23 9am-12:45pm	Barb Cline	Zoom
Assessing and Evaluating Staff Performance	10107	Sept. 9, 10 9am-12pm	Ruby Johnson	Zoom
Supervision Strategies to Promote Through Assessments of Safety	10050	Sept. 23, 24 9am-12pm	Kelly Crampton	Zoom
Examining the Supervisors Role and Impact of Screening within the Agency	16400	Oct. 15 10am-3pm	Diana Hoover	Zoom
Supervising Work with Kin	10108	Oct. 28 9am-2:45pm	Tim Merle	Zoom
Supervising Separation and Placement Decisions	10182	Nov. 12, 13 9am-12pm	Warne Edwards	Zoom
Assuring Effective Court Testimony	10229	Nov. 18, 19 9am-12pm	Lauri Wolfe	Zoom
Case Consultation and Critical Thinking	10321	Dec. 9, 10 1pm-4pm	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 Date 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.

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.