



Department of Children & Youth

Southwest Ohio Regional Training Center

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| STAFF & SUPERVISOR ONGOING TRAININGS |
| Spring 2025 |
| Link for anyone with an OH ID: Log In OH ID Ohio's State Digital Identity Standard |
| Link for Guest Registration Information: SWORTC – Ohio CAPS |

| Date | Training | Session ID | Trainer | Time | Location |
|--|---|------------|-----------------|---------------------------|----------------|
| 04/02/2025 | Lifelong Connections: Permanency for Older Youth | 17876 | Johanna Pearce | 9:00 to 4:00 | SWORTC |
| 04/03/2025 and 04/04/2025 Meets Training Requirement | Domestic Violence: Facts and Fundamentals | 16613 | Brian Bethel | 9:00 to 4:00 Both Days | SWORTC |
| 04/07/2025 | Building and Maintaining Boundaries | 18759 | Lauri Wolfe | 10:00 to 3:15 | Virtual |
| 04/09/2025 | Fetal Alcohol Spectrum Disorders, Part 2: Strategies in the Home and School | 18931 | Karen Chennells | 10:00 to 2:45 | Virtual |

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| 04/11/2025 | Sextortion: The Web of Deception | 19827 | Brian Bethel | 9:00 to 4:00 | SWORTC |
| 04/15/2025 | Somali Culture: An Introduction for Child Welfare Professionals and Providers | 19561 | Dr. Nasra AbuNakar | 9:00 to 12:00 | Virtual |
| 04/16/2025 | Case Documentation and Effective Case Writing Skills | 19192 | Theresa Chrisman | 9:00 to 4:00 | SWORTC |
| 04/25/2025 | Verbal De-escalation in the Human Services | 17802 | Brian Lowery | 9:00 to 12:00 | Virtual |
| 04/30/2025 | Trauma-Informed Care: The Neuroscience of Trauma and Resilience | 20848 | Faye Perkins | 9:00 to 4:00 | Virtual |
| 05/01/2025 | Understanding a Child's Experience of Sexual Abuse (SAIS) | 21615 | Mary Eck | 9:00 to 4:00 | Virtual |
| 05/6/2025 | Assertiveness in the Workplace: "Professional, Push-Over or Piranha?" | 19648 | Ruby Johnston | 9:00 to 4:00 | SWORTC |
| 05/07/2025 | The 3 Rs of Ethics: Recognition, Resolution, and Response | 19559 | Stacy Simera | 9:00 to 12:15 | Virtual |
| 05/09/2025 | Management of Children with Challenging Behaviors | 19553 | Dave Zidar | 9:00 to 4:00 | SWORTC |
| 05/12/2025 | Trauma and Addiction: Fire and Ice | 20148 | Brian Bethel | 9:00 to 4:00 | SWORTC |
| 05/12/2024 | Address the Stress: Secondary Trauma in Child Welfare | 19231 | Lauri Wolfe | 9:00 to 4:00 | SWORTC |

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| 05/13/2025 | Effective Resiliency-Based Case Plan Writing | 19230 | Lauri Wolfe | 9:00 to 4:00 | SWORTC |
| 05/14/2025 | Child and Animal Abuse | 19191 | Theresa Chrisman | 9:00 to 4:00 | SWORTC |
| 05/14/2025 | Maximizing Supervision: Essential Skills to Lead a Team | 20432 | Lauri Wolfe | 9:00 to 4:00 | SWORTC |
| 05/20/2025 | The Ethics of Trauma-Informed Self-Care | 19722 | Faye Perkins | 9:00 to 4:00 | SWORTC |
| 06/04/2025 | Keep Your Cool and Help Others Calm Down | 19626 | Jody Johnston Pawel | 9:00 to 4:00 | Virtual |
| 06/05/2025 | Level Up: Time Management and Organization in Child Welfare | 18760 | Lauri Wolfe | 9:00 to 12:00 | Virtual |
| 06/06/2025 | Verbal De-escalation in the Human Services | 20177 | Brian Lowery | 9:00 to 12:00 | Virtual |
| 06/09/2025 Meets Training Requirement | Human Trafficking and Beyond for Caseworkers | 17498 | Tanisha Knighton | 9:00 to 4:00 | SWORTC |
| 06/11/2025 | Burnout, Secondary Trauma, and Self-Care | 19723 | Faye Perkins | 9:00 to 4:00 | SWORTC |
| 06/12/2025 | CAPM Assessing Safety | 19579 | Warne Edwards | 9:00 to 4:00 | Virtual |
| 06/13/2025 | Cyber Bullying: Safety in Cyberspace | 19947 | Brian Bethel | 9:00 to 12:00 | Virtual |
| 06/17/2025 | Double Jeopardy: The Complexity of the Dual Diagnosis | 20149 | Brian Bethel | 9:00 to 4:00 | SWORTC |
| 06/18/2025 | Effective Trial Testimony in a Termination of Parental Rights Hearing | 19738 | Katy Mercer | 9:00 to 4:00 | Virtual |

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| 06/27/2025 | Using Positive Psychology and Clinical Resilience, Wellness, and Happiness in the Prevention and Management of Mental Health Disorders | 19898 | Stacy Simera | 9:00 to 12:00 | Virtual |

Workshop Descriptions

Lifelong Connections: Permanency for Older Youth

When planning for permanency with adolescents, we must think and use approaches differently from when planning for younger children. Permanency for older youth is not centered around the living arrangement; it is not simply providing independent living services; and it is not just offering adoption. Instead, it provides youth with the opportunity to forge lifelong permanent connections to people they identify as important. This training allows participants to experience the impact of permanent connections and grasp why they are important. Finally, participants will come to understand how adolescent development relates to permanency.

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.

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.

Fetal Alcohol Spectrum Disorders, Part 2: Strategies in the Home and School

The course will review the primary symptoms of FASDs, then participants will learn how to use 3 tools - the acronyms, B.R.A.V.E. and S.M.A.R.T., as well as the Five Cs - to work effectively with our children with FASDs, keeping the primary symptoms in mind. The participants will practice what they learn with real life scenarios, staying centered on the knowledge that the behaviors these children demonstrate are a direct result of brain functioning, not willful disobedience. Having the acronyms and Five Cs will help participants have scripts and memory tools to interact more effectively with our children with FASDs.

Prerequisite: Fetal Alcohol Spectrum Disorders: A Hidden Struggle (Instructor Led Training)

Sextortion: The Web of Deception

In recent years, the act of sextortion has become a major threat, affecting children across all demographics. Considering the vast reach of the World Wide Web and the advances in technology, the prevalence of child sexual abuse material (CSAM) continues to present a constant threat. Children with histories of abuse/neglect and traumatic experiences are at increased risk to the dangers of sextortion. This training will provide a general overview of the behaviors of sextortion and learners will gain practical strategies of prevention to assist children with on-line safety which will help in the safety assessment process and placement decisions.

Somali Culture: An Introduction for Child Welfare Professionals and Providers

As a child welfare provider, understanding the diverse cultural backgrounds of the families you serve is crucial. The "Introduction to the Somali Culture Training" equips you with essential knowledge and skills to effectively engage with the Somali community in Ohio.

This training provides a comprehensive overview of Somali culture, covering key aspects such as language, family dynamics, and Islamic practices. You will gain insights into the traditional nomadic lifestyle, the significance of extended family support, and the patriarchal structure that influences family roles and responsibilities. Understanding these cultural norms and values is vital for building trust and fostering positive relationships with Somali families.

The training also provides insights into the profound influence of faith on various aspects of daily life. You will learn about Islamic practices that shape Somali dress codes, interactions, and dietary restrictions. For instance, you will understand the importance of modest dress, gender separations, and the prohibition of pork and alcohol in their diet. Additionally, the course covers religious observances such as prayers, fasting during Ramadan, and Eid celebrations, ensuring your interventions are respectful and culturally sensitive.

Understanding these cultural nuances directly impacts your effectiveness in ensuring the safety, permanency, and well-being of Somali children. The training also addresses specific challenges faced by immigrant and refugee youth, such as isolation, identity conflict, and cultural and linguistic barriers.

Case Documentation and Effective Case Writing Skills

Documentation is one of the primary duties of a caseworker, because workers are responsible for documenting all interactions with clients, including phone calls, home visits, interactions with collateral contacts, and more. Since workers are unable to write down everything a client says or does, it is essential to be able to summarize and document the highlights of each contact. These notes, while written and documented at the time of the incident, could be used later, such as during a court appearance; therefore, well-written notes that are clear and concise are essential for all child welfare workers. This training is an interactive training, which allows workers to develop skills to improve their case documentation.

Verbal De-escalation in the Human Services

This workshop will review the skills of active listening, non-violent communication, and verbal de-escalation. Levels of crisis development and the conflict cycle are discussed, emphasizing a culturally appropriate staff response. Trainees will virtually participate in exercises and demonstrations concerning personal space, body posture, and motion.

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.

Understanding a Child's Experience of Sexual Abuse

This training is part of the Sex Abuse Intervention Series (SAIS)

This course provides a comprehensive understanding of child sexual abuse (CSA) and its impact on children. It dispels common myths, misconceptions, and biases surrounding child victims and covers the prevalence rates, characteristics, and factors that may influence a child's response to sexual abuse.

The course will also cover disclosure patterns in children, including how, why, to whom, when, and what children typically disclose, and the issue of recantation. Learners will gain an understanding of the psychological, physical, and behavioral effects of CSA and the role internal and external factors play in exacerbating or mitigating its impact.

Pre-requisites:

- [Applying Personal Values and Diversity Considerations to Child Sexual Abuse Cases \(Instructor Led Training\)](#)
 - [Indicators of Child Sexual Abuse \(Self-Directed\)](#)
 - [Sexual Development and Behavior \(Self-Directed\)](#)

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.

The 3 Rs 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.

Management of Children with Challenging Behaviors

This course addresses a variety of behaviors that all children may present, including stealing and physical assault. The course's goal is to provide the skills to manage these behaviors with a reduced level of reactivity. This class is recommended for anyone who works with or manages an environment where children are present with these issues.

- Identify the root of behaviors for children in care.
- Describe the influence of neglect, abuse, and parental separation on children's behaviors.
- Identify best practices for controlling their own behavior and lessening the "misbehavior" of the child.
- Identify suggested parenting methods.
- Identify the three checks of behavior management.

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.

Address the Stress: Secondary Trauma in Child Welfare

Child Welfare workers are often the forgotten first responders. Research has revealed that more than fifty percent of child welfare workers display symptoms of PTSD, anxiety, and depression. Such afflictions often lead to increased health problems, sleeping problems and relationship problems. Unfortunately, many child welfare workers are leaving the field within months or a few short years which only exasperates the problem for those left behind and leaves children and families vulnerable. This is an informative, skill-building training program that focuses on recognizing symptoms of secondary trauma and increasing skills to combat it. This training provides proven techniques to increase self-care and coping skills so that workers can be at their best to help keep children safe and families together without compromising their own mental health and well-being. Practical advice and techniques will be shared which workers can begin using immediately on and off the job.

Effective Resiliency-Based Case Plan Writing

Caseworkers often describe case plan writing as one of the most laborious parts of their paperwork. They speak of the time and effort they must expend for it to be well-written and all-inclusive of the concerns and objectives. Since certain case plans become court orders, it is important for caseworkers to have a case plan they can testify to and defend during the court process, and one that meets the requirements of reasonable efforts. This training provides an overview of the federal and state laws governing case plans, a review of resiliency and family engagement, and a comprehensive look at tools for writing effective and strength-based case plan.

Child and Animal Abuse

Throughout history, child and animal control workers have been intertwined. The first case of child abuse and neglect in the United States was filed in the court system by the Society for the Prevention of Cruelty to Animals in 1874. Today, Humane Agents are given legal rights under the law to protect children by being mandated reporters of child abuse and neglect. In 2021, Ohio passed House Bill 33 which made Child Welfare Workers and others Mandated Reporters of animal cruelty.

This workshop is designed to make child welfare workers aware of the roles and responsibilities of child welfare, humane agents and/or dog wardens. Workers will learn how reports are made to these agencies. Also, a discussion will take place about dog bites, Dangerous and vicious animals, Dog fighting, Domestic violence and how this is considered family violence when animals are involved. Knowing the signs of child and animal abuse along with the characteristics of children and animals living in these homes is essential for any worker. This course will focus on Federal and state laws

pertaining to animal cruelty. House Bill 33 will be discussed along with how workers can meet their new mandates. Discussions will occur about CAPMIS and SACWIS regarding assessing for safety as well as reporting and documenting in SACWIS. Finally, workers' safety will be paramount in discussing this topic.

Maximizing Supervision: Essential Skills to Lead a Team

The position of supervisor is challenging, requiring a unique blend of hard and soft skills. Successfully leading a team of child protection workers involves overseeing a demanding workflow, addressing staff issues, and assessing performance. To thrive in the role, it demands strong interpersonal skills, the aptitude to address and resolve conflict, and the ability to support staff as they navigate their own emotions and responsibilities. This course emphasizes skills that are essential for maximizing supervision and leading a team.

Objectives

- Define the qualities of an effective supervisor.
- Explain the specific soft skills vital for child protection supervision.
- Develop strategies to effectively supervise and support a child protection team.

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.

Keep Your Cool and Help Others Calm Down

Prevent stress from bubbling over and anger from erupting by using the practical tools in this workshop. First, understand the differences between healthy and toxic stress, basic stress/anger management skills, and a simple two-step formula for creating an individualized stress and anger management plan for yourself or others, whether children or adults. Then dive deeper, to understand what's happening biochemically during stress/anger, how emotional addictions and trauma triggers get wired in, and how toxic emotions can create cellular changes that result in disease.

Then preview several practical techniques that facilitate neuroplasticity (rewiring the nervous system) and returning to health. The information and skills strategies you learn in this workshop will help improve your personal and professional life, plus you can use what you learn to support or assist children or adults with whom you live or work in better understanding or managing their stress or anger, too.

Level Up: Time Management and Organization

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.

Human Trafficking and Beyond for Caseworkers

This workshop will focus on the different types of missing persons, analyze the profiles and vulnerability factors of "victims," recruitment and grooming tactics used in both sexual and labor trafficking, terminology, and rules associated with pimping subcultures. This workshop will provide tips on how to identify and interact with "victims." Participants will review legislative changes in Ohio and the nation and consider the impact of social media on how business is done. Finally, using numerous case studies, participants will learn some common problems and pitfalls associated with attempts to match deceased persons with missing persons. Participants are encouraged to bring their smartphones and tablets to this workshop so they may participate in the workshop activities.

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

Burnout, Secondary Trauma, and Self-Care

While burnout and secondary trauma are becoming more frequently discussed in the field of social services and exposure to trauma in helping work, symptoms of each often go unrecognized or mislabeled. This presentation seeks to provide an overview of the continuum of reactions experienced by helping professionals due to exposure to secondary and primary trauma in their work. A range of self-care domains will be discussed. The facilitator will guide participants through several experiential activities including a chair yoga demonstration, breathing exercises, guided meditation, and the development of an individualized self-care plan using SMART goals and the latest research in behavior management.

CAPM Assessing Safety

Participants will strengthen their skills in assessing safety of children using the CAPMIS framework; will thoroughly examine the fundamental components of assessing safety - safety factors, child vulnerability, and adult protective capacities; and will explore how a thorough assessment of safety is critical throughout the life of a case.

Cyber Bullying: Safety in Cyberspace

Children have confronted the experience(s) of bullying for decades. However, the aggressive tactics in recent years have moved from the playground to the digital world and created a phenomenon known as Cyberbullying. Cyberbullying is the intentional, repeated harm to another person using digital and communication technology. As such, it is important for caregivers and family members to understand cyberbullying and develop strategies to assist children who may be victims of these experiences. This training will highlight general information regarding the current trends and evolution of cyberbullying and offer strategies for mitigating its impact in the lives of children.

Double Jeopardy: The Complexity of the Dual Diagnosis

A dual diagnosis occurs when an individual is affected by both chemical dependency and an emotional or psychiatric illness. Individuals who present with coexisting disorders often require specialized services. Current research indicates the best outcomes occur when both disorders are treated simultaneously. However, social services, overall, are not well prepared to deal with people who have both disorders. Quite often only one of the two problems is identified.

This workshop will provide an overview of the dual diagnosis and will address the challenges commonly associated with a dual diagnosis. In addition, participants will be exposed to evidenced-based treatment strategies for this population.

Effective Trial Testimony in a Termination of Parental Rights Hearing

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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.

Using Positive Psychology and Clinical Resilience, Wellness, and Happiness in the Prevention and Management of Mental Health Disorders

In the past, researchers thought the best way to improve human functioning was to understand and prevent disease. In recent years, however, we have recognized that much can be gained by examining and understanding the ingredients for wellness.

Positive psychology refers to the study of happiness, as opposed to the study of unhappiness; and recent research shows that positive psychology as a modality can be as effective as CBT in the treatment of depression. In this workshop participants will explore the research and identify tools to help clients flourish and build resilience in their lives.