Department of Children & Youth

Southwest Ohio Regional Training Center

420 Wards Corner Rd., Suite J, Loveland, OH 45140 (513)248-1269

STAFF & SUPERVISOR ONGOING TRAINING
Winter 2027
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

Training Requirements:

- Caseworkers are mandated to complete **thirty-six hours** of training in areas relevant to the caseworkers assigned duties each year
- Supervisors are mandated to complete **thirty hours** of training in areas relevant to the supervisors assigned duties each year
- Caseworkers and Supervisors must complete Domestic Violence and Human Trafficking training within the first two years of hire. Training courses that meet this mandate are identified as such in the CAPS LMS.

The annual training requirement for Caseworkers and Supervisors is based on their Training Compliance Date (date of hire or promotion date -this can be found in the CAPS User Profile), not the calendar year. **For example**, if a caseworker/supervisor is hired or promoted on October 12, 2026, the training compliance period would run from October 12, 2026, through October 12, 2027.

Date	Training	Locator #	Trainer	Time	Location
01/05/2027	I'm Not Crazy, I'm Just Not You	33057	Dan Houston	9:00 to 4:00	Virtual
01/07/2027 NEW!	Social Media Use in Child Welfare	33627	Casie Burke	9:00 to 1:00	Virtual
01/08/2027 NEW!	Holding the Line: Ethical Boundaries for Child Welfare Professionals Working with Families Involved in CPS and the Criminal Justice System	32829	Kim Stanley	9:00 to 12:15	Virtual
01/11/2027 and 01/12/2027 **Meets OAC Training Requirement**	Domestic Violence: Facts and Fundamentals	29831	Brian Bethel	9:00 to 4:00 **Both Days**	SWORTC
01/13/2027	DSM Pathologies in Winnie the Pooh's World	33678	Linda Davis	9:00 to 4:00	Virtual
01/15/2027	Teens in Foster Care and Emotional Resiliency	35419	Jewell Harris	9:00 to 12:00	Virtual
01/19/2027	Fostering Emotional Development in Children with a Trauma History	33451	Jody Johnston Pawel	9:00 to 12:15	Virtual
01/20/2027	An Overview of Amish for Child Protection Professionals	32322	Luella Gilbert	9:00 to 4:00	SWORTC
01/22/2027	Anger and Teens: An Interactive Workshop	33663	Jim Still Pepper	9:00 to 4:00	Virtual

01/25/2027	Youth Development: Vital Link	33664	Lamar King and Johanna Pearce	9:00 to 4:00	SWORTC
01/26/2027	The Impact of Alcohol and Drugs on Infants: When the Cradle Rocks	31934	Brian Bethel	9:00 to 4:00	SWORTC
01/27/2027 NEW!	Stepping into Leadership: Preparing for the Supervisor Role	32035	Karen Setterlin	9:00 to 4:00	Virtual
01/28/2027	RAD: Reactive Attachment Disorder or Really Afraid Disorder	32413	Mary Vicario	9:00 to 4:00	SWORTC
01/28/2027 and 01/29/2027 **Meets OAC Training Requirement**	Identifying and Responding to Child and Youth Victims of Human Trafficking	34564		9:00 to 12:30 **Both Days**	Virtual
02/01/2027	How Come the Glue Doesn't Stick? Relating to Kids Who Struggle with Bonding	34511	Jim Still Pepper	9:00 to 4:00	Virtual
02/02/2027	CAPM Assessing Safety	31949	Warne Edwards	9:00 to 4:00	Virtual
02/02/2027	Dealing with Difficult Behaviors in the Professional Setting: Lessons for Bringing out the Best in Anybody	31916	Dan Houston	9:00 to 4:00	Virtual
02/03/2027 and 02/04/2027 **Meets OAC Training Requirement**	Domestic Violence Training for Ohio Caseworkers and Supervisors	31756	Paula Walters	9:00 to **4:15**	SWORTC

02/03/2027	ADHD among Children and Adolescents	33892	Stacy Simera	9:00 to 12:00	Virtual
02/04/2027	S.E.E.K.: Search, Engage, Explore, Kinnect	34456	Casie Burker	9:00 to 4:00	SWORTC
02/05/2027	What's Wrong with Transitions? Little Kids Don't Remember Anyway	31654	Donna Scott	9:00 to 4:00	SWORTC
02/09/2027	Understanding Appalachian Traditions and Lifestyles	32337	Brian Bethel	9:00 to 4:00	SWORTC
02/10/2027 **NEW!**	Felt Safety First: Practical Tools for Building Trust and Regulation in Traumatized Children and Adolescents	33115	Jayne Schooler	9:00 to 4:00	Virtual
02/11/2027 **Supervisors**	A Supervisory Synopsis: Ideas to Review, Renew, and Refocus!	33612	Kelly Mettler	9:00 to 4:00	Virtual
02/**11**/2027 and 02/**19**/2027 **Meets OAC Training Requirement**	Domestic Violence: Facts and Fundamentals	29831	Brian Bethel	9:00 to 4:00 **Both Days**	SWORTC
02/16/2027 and 02/17/2027	Safe and Supported: Empowerment Self Defense for Social Service Professionals	33468	Lauren Bailey and Lindsey Falcon	9:00 to 4:00 **Both Days**	SWORTC

02/17/2027	Where Have All the Adoptive Parents Gone? Left as Foster Parents	35785	Jayne Schooler	9:00 to 4:00	SWORTC
02/17/2027	Ethical Slippery Slopes: From Good Intentions to Blurred Boundaries	33321	Stacy Simera	9:00 to 12:15	Virtual
02/18/2027 **NEW!**	Unpacking the No: Navigating Family Resistance	33629	Casie Burke	9:00 to 12:00	Virtual
02/19/2027	Understanding a **Child's** Experience of Sexual Abuse	32203	Mary Eck	9:00 to 4:00	Virtual
02/22/2027	Preventing Placement Disruptions Before Placement Begins	34739	DeeDee Prezioso	9:00 to 4:00	Virtual
02/23/2027	How to Identify and Address Microaggressions in Today's Climate	33607	Dan Houston	9:00 to 4:00	Virtual
02/24/2024	Grief: Exploring the Journey of Loss	33679	Linda Davis	9:00 to 4:00	Virtual
02/25/2027	Burnout, Secondary Trauma, and Self-Care	32195	Faye Perkins	9:00 to 4:00	SWORTC
02/25/2027 and 02/26/2027 **Meets OAC Training Requirement**	Identifying and Responding to Child and Youth Victims of Human Trafficking	34567		9:00 to 12:30 **Both Days**	Virtual
03/04/2027	Silent Danger: Recognizing and Responding to Strangulation in Child	33872	Paula Walters	9:00 to 4:00	SWORTC

	Abuse and Domestic Violence Cases				
03/05/2027	Understanding a **Family's** Experience of Sexual Abuse	32792	Mary Eck	9:00 to 4:00	Virtual
03/08/2027 and 03/09/2027 **Meets OAC Training Requirement**	Domestic Violence: Facts and Fundamentals	30930	Brian Bethel	9:00 to 4:00 **Both Days**	SWORTC
03/10/2027 **NEW!**	Brains Under Construction: Helping Kids Build Self-Control and Focus through Executive Functioning	34762	Kristin King	9:00 to 12:00	Virtual
03/11/2027	Elements of Empathy: Why Empathy Matters	33613	Kelly Mettler	9:00 to 12:15	Virtual
03/18/2027	Skills Training for Supervised Visitation	35021	Val Larkin	9:00 to 12:00	Virtual
03/18/2027 and 03/19/2027 **Meets OAC Training Requirement**	Identifying and Responding to Child and Youth Victims of Human Trafficking	34569		9:00 to 12:30 **Both Days**	Virtual
03/22/2027	Helping Kids Develop a Conscience	34512	Jim Still Pepper	9:00 to 4:00	Virtual
03/23/2027 **NEW!**	Finding Family: Locating and Engaging Kin and Other Caring Adults	33661	Maureen Heffernan	9:00 to 4:00	SWORTC

03/24/2027 **NEW!**	What Should We Do? Ethical Decision-Making in Adoption	33662	Maureen Heffernan	9:00 to 12:15	SWORTC
03/24/2027	Trauma: Unresolved Trauma Can be a Monster of Pain and Fire	33691	Linda Davis	9:00 to 4:00	Virtual
03/25/2027	Going Two Extremes: An Overview of Childhood Bipolar Disorder	34973	Brian Bethel	9:00 to 4:00	Virtual
03/26/2027 **NEW!** **Supervisors**	Fostering A Healthy Organization Grounded in Reflective Practice	33912	Kate Bedwell	9:00 to 4:00	Virtual
03/30/2027	Prescription Drug Abuse: A Tough Pill to Swallow	33513	Brian Bethel	9:00 to 4:00	SWORTC

Workshop Descriptions

I'm Not Crazy, I'm Just Not You

Have you ever asked yourself why it is easier to interact with some people than it is with others? Have you ever approached a conversation with the best intentions only to watch it disintegrate before your eyes? The fact is that innate preferences influence how we think, interact and communicate with others; how we perceive the world and define what's important to us. In short, people have different "styles". This workshop will help you understand how to work with varying communication styles, behaviors, and interaction types. This workshop is designed for staff, supervisors, and administrators who have a basic understanding of how communication styles, personal beliefs, and assumptions can differ among groups and individuals.

Social Media Use in Child Welfare

In today's digital world, social media has become a powerful tool for connecting with family and kin, building relationships, and expanding search efforts. Whether reaching out to family or kin, navigating privacy considerations, or maintaining a professional online presence, understanding how to use social media effectively is essential for successful engagement. This training is designed to equip you with the knowledge and strategies needed to harness social media in a thoughtful, ethical, and professional manner.

Throughout this session, you'll learn how to leverage social media for family search efforts, understand key policies and procedures that support staff, and recognize the importance of professional boundaries regarding confidentiality and privacy. Additionally, you'll explore what makes a strong, professional social media profile and gain insights into approaches for connecting meaningfully with relatives and kin online.

Holding the Line: Ethical Boundaries for Child Welfare Professionals Working with Families Involved in CPS and the Criminal Justice System

This training focuses on helping you understand, evaluate, and maintain professional boundaries in social work practice to support ethical, effective, and client-centered relationships. You will learn how to define professional boundaries and apply ethical standards from the National Association of Social Workers Code of Ethics and OH CSWMFT Ethical Laws and Rules in your daily work, while identifying common boundary challenges such as self-disclosure, dual relationships, social media interactions, and situations that may blur professional roles.

You will also learn how to apply an ethical decision-making framework to assess complex situations, consider client vulnerability and power dynamics, and determine appropriate professional responses, including distinguishing between boundary crossings and boundary violations. This matters because strong professional boundaries protect both you and your clients, reduce ethical risk, and strengthen trust and professionalism in your practice. Throughout the training, you will engage in interactive activities like a personal trust reflection exercise, group discussions to explore real-world challenges, and case scenario analysis to practice applying ethical decision-making strategies in realistic situations, helping you build practical skills you can use immediately.

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.

This training meets the requirement that caseworkers and supervisors must take an OCWTP approved domestic violence training within their first two years of employment

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.

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. These are specific tools that can help young people overcome the trauma of their past and navigate adult relationships. This workshop incorporates insights into foster care alumni throughout the nation to equip professionals to facilitate the emotional development of youth in care. National research on foster care alumni and Post-Traumatic Stress Disorder (PTSD) will be shared. 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.

Fostering Emotional Development in Children with a Trauma History

Tired of big emotional reactions, shutdowns, or behaviors that seem out of proportion to what just happened? When children have a trauma history, emotions often show up loudly - or not at all - and common parenting or professional responses can unintentionally make things worse. In this interactive training participants will gain clarity about what is really driving children's emotional reactions and why logic, consequences, or quick fixes so often fall flat in the moment. Participants will walk away with new "aha" insights about emotional development, trauma, and behavior, along with greater confidence in how to respond in ways that reduce power struggles, build connection, and support long-term emotional growth-for children in your care and the families you serve.

An Overview of Amish for Child Protection Professionals

This training will look at Amish and the child protection system and will use case scenarios to help learn how to engage and work with Amish families in all facets of the child protection system, from intake to placement, in the hopes of better serving this population.

Objectives:

- Recognize how personal view about the Amish community may impact the ability to complete quality assessments and planning.
- Identify key characteristics of the Amish faith and community life.
- Recognize common perspectives within the Amish community.
- Identify strategies to assess, engage, and plan with Amish families.

Anger and Teens: An Interactive Workshop

In this training, you will explore how anger commonly shows in teens and how family interactions influence those responses. You will examine developmental factors that contribute to teen anger and identify patterns that can escalate or reduce emotional reactions. Through discussion, reflection activities, and hands-on practice, you will learn questioning techniques that support communication with angry teens and practical strategies that help teens manage anger and make different choices

Youth Development: Vital Link

Youth are a tremendous and often overlooked resource. Agencies can improve their independent/transitional living programs by utilizing the skills youth possess. Not only will youth enhance agency programs, youth themselves will develop confidence and self-esteem through the contribution of their experiences. Participants will learn creative ways of empowering youth by allowing them to take on leadership roles, aid in decision-making, and assist in program implementation. Barriers and benefits will be discussed as well as attitudes regarding youth as resources. Participants will explore levels of youth involvement in independent/transitional living programs which will include advisory boards, mentor programs, peer helping and community involvement.

The Impact of Alcohol and Drugs on Infants: When the Cradle Rocks

The potential consequence of parental alcohol and illicit drug use has been well documented in professional literature. Prenatal exposure to alcohol and illicit drugs has the potential to precipitate a variety of physical, emotional, and cognitive challenges. This workshop will offer participants an overview of disorders commonly associated with parental alcohol and drug use. Specifically, this training will address diagnoses of fetal alcohol spectrum disorders as well as the mental health challenges associated with prenatal exposure to illicit drugs. Moreover, evidence–based treatment strategies will be reviewed for working with infants and children impacted by drug exposure.

Objectives

- Gain greater recognition of the risk associated with prenatal alcohol and drug exposure.
- Review mental health diagnoses used with infants and children exposed to alcohol and illicit drugs.
- Understand the various signs and symptoms to assess developmental challenges of children suspected of prenatal alcohol and drug exposure.
- Review evidenced-based treatment strategies used when treating fetal alcohol spectrum disorders and drug exposed children.

Stepping into Leadership: Prep This workshop is designed to equip

you with the foundational knowledge, practical skills, and leadership mindset needed to advance into a supervisory role. You will begin by reflecting on your personal "why" - the motivation and purpose behind your desire to become a supervisor. From there, you will explore your current leadership style by examining prominent leadership experts and theories. This self-assessment will help you understand your natural tendencies and identify areas for growth. Next, you will learn how to shift your mindset from peer to leader, adapt your leadership approach to meet the individual needs of staff, and build the competence and confidence required to lead with both influence and authority.

RAD: Reactive Attachment Disorder or Really Afraid Disorder

The once nearly "untreatable" Reactive Attachment Disorder (RAD) is being re-examined through the lens of neuroscience and found to be more related to fear-based dysregulation than intractable behaviors. This training will walk down and beyond Memory Lane as we explore the traditional (pre-neuroscience) beliefs and approaches to attachment-challenged youth, as well as the developing neuroscience-based approach to understanding and treating fear-based dysregulation that disrupts a child's ability to attach.

Participants will explore the many early challenges that can create repeated fear responses and dysregulation that make trust and attachment challenging for many children. They will examine attachment and interventions for attachment challenges through the lens of a parent through our growing understanding of how the brain works and heals itself through safe, positive attachment. We will set power struggles aside and explore brain-based interventions that are proving to help children and their caregivers move beyond attachment issues to safe, calming, healing connection.

Identifying and Responding to Child and Youth Victims of Human Trafficking

This presentation is tailored to professionals in the child welfare system to help them learn how to identify and respond to child and youth victims of human trafficking. This interactive presentation, presented by a survivor led multi-disciplinary team in partnership with the Governor's Human Trafficking Task Force, will cover the following: defining human trafficking; screening referrals of human trafficking; screening children and youth for experiences of human trafficking; identifying victims of human trafficking in CCWIS; assessing safety, child vulnerabilities and risk contributors in cases of human trafficking; safety planning with victims of human trafficking; family case planning with victims of human trafficking; federal and state requirements guiding the child welfare system's response to human trafficking; and building a muti-disciplinary, trauma-responsive approach to human trafficking.

This training meets the requirement that caseworkers and supervisors must take an OCWTP approved human trafficking training within their first two years of employment.

How Come the Glue Doesn't Stick? Relating to Kids Who Struggle with Bonding

This training explores the impact of placement on kids in foster care. You will gain knowledge and insight into Reactive Attachment Disorder (RAD). You will be able to develop your own specific strategies to help the children in your home rebuild trust. Increased understanding of this topic will lead to decreased frustration and improved relationships between caregivers and the kids in their care.

Objectives

- Identify the symptoms associated with Reactive Attachment Disorder.
- Describe practical strategies when working with youth who struggle with bonding and attachment.
- Explain attachment-related challenges from a youth's perspective.
- Analyze the personal and emotional impact of working with youth who have attachment difficulties.

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.

Dealing with Difficult Behaviors in the Professional Setting: Lessons for Bringing out the Best in Anybody

In this course, you will focus on identifying and understanding individuals who display difficult behavior and explore ways to act and feel when faced with individuals who "drive us nuts". By using evidence-based practices, you will learn more about yourself, discover why individuals exhibit unwanted behaviors, and explore effective tools to not only minimize the effects of behaviors but also help individuals understand that more productive behaviors might help one meet six basic human needs.

Domestic Violence Training for Ohio Caseworkers and Supervisors

. Explore how to recognize, assess, and respond to risk and danger within child protective services practice through practical tools, case examples, and interactive discussion. Strengthen your ability to identify danger indicators and integrate structured risk assessment strategies into case evaluations to enhance child safety and well-being. You will engage with real-world case studies, group activities, and guided discussions that highlight the complex dynamics of domestic violence and its impact on families. This learning emphasizes practical application and trauma-informed approaches so you can make more confident, informed decisions in the field.

This course meets the OAC requirement for domestic violence

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.

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

This intensive Family Search and Engagement (FSE) training builds participants' understanding of the principles and foundations of FSE—from legislative history and the evolution of practice to integrating family-finding approaches across agencies. Learners will explore the reasons behind kin-first decision-making, how to identify and address barriers to connecting children with relatives, and current practice trends. The course covers diligent search techniques, effective engagement methods, and skills for supporting kinship families through interactive curriculum and activities.

Objectives

- Recognize how legislation supports family connections
- Explain how to incorporate core FSE foundations into practice
- Describe outcomes for children with kinship caregivers vs. foster care
- Utilize new search tools and strategies in practice
- Recall immediate/extended family and other engagement strategies
- Identify FSE barriers and solutions.

What's Wrong with Transitions? Little Kids Don't Remember Anyway

This training will provide a basis for understanding the impact of trauma on overall development and brain development. The interaction between trauma and attachment relationships. Placement transitions, even those considered positive such as reunification or a permanent move to a relative's home, are stressful, even traumatic. Minimizing placements is necessary to manage trauma and loss. There are things we can do to reduce the likelihood of unnecessary changes or transitions in placement.

There are things we need to consider when planning changes in placement to support the child and caregivers through the process and promote successful moves. This training focuses on the unique roles different parties can play, including social workers, supervisors, and foster/kinship caregivers.

Understanding Appalachian Traditions and Lifestyles

The Appalachian region is deeply rooted in long-standing traditions centered on family, connection to the land, and faith. However, families from this region have often been misunderstood and misrepresented, leading to the spread of myths and misconceptions. With the significant migration of people from Appalachia to other areas, it is important for social service professionals to gain a clear understanding of their experiences and perspectives.

This training introduces participants to the history, customs, and social issues of the Appalachian region. Learners will also gain practical strategies for engaging children and families from this area in child welfare practice.

Objectives

- Be able to recall competencies of the Appalachian community
- Be confident in describing at least four Appalachian beliefs
- Discuss practical strategies for engaging and working with children and families of Appalachian community

Felt Safety First: Practical Tools for Building Trust and Regulation in Traumatized Children and Adolescents

When children have experienced trauma, the world can feel like a dangerous place - even when it isn't. This powerful workshop equips caseworkers with the tools to understand and respond to the invisible alarm bells of trauma. You will explore the concept of felt safety - the internal experience of safety that goes beyond physical protection - and learn how trauma disrupts a child's ability to detect and trust safety cues.

Grounded in the science of neuroception, the workshop offers clear guidance for recognizing signs of dysregulation, adapting adult responses, and embedding safety into daily routines. Through interactive activities, case studies, and practical tools such as the 3 Rs of Trauma-Informed Care (Regulate, Relate, Reason), you will walk away with strategies that foster calm, connection, and trust - even in the face of challenging behaviors.

Objectives

- Differentiate between felt safety and physical safety and examine how trauma impacts a child's ability to experience safety, trust relationships, and engage in regulation and learning
- Describe how trauma disrupts neuroception and impacts a child's and teen's ability to detect and trust safety cues
- Identify barriers to felt safety
- Demonstrate the use of the 3 R's (Regulate, Relate, Reason) in responding to a child's distress
- Apply at least two practical strategies (e.g., tone, transitions, co-regulation tools) to increase felt safety in daily routines at home or school
- Identify areas of felt safety for adolescence
- Identify common survival strategies for teens
- Identify sensory items for a calming box
- Develop practical support strategies for teens and transitioning youth using case study applications

A Supervisory Synopsis: Ideas to Review, Renew, and Refocus!

Being a child protective services supervisor often feels like a balancing act. Supervisors are required to support staff, manage individual and team dynamics, stay on top of all the ongoing administrative requirements, and the list goes on. In this workshop, participants revisit concepts that are foundation to good supervision and management. Reviewing, renewing and refocusing on supervisory skills require purposeful effort.

Participants will walk away with an understanding of adult learning theory, staff learning preferences, effective communication strategies, critical thinking skills, change management and conflict resolution techniques. Knowledge in the workshop will help participants review, renew and refocus supervisory techniques to better serve children, families and caseworkers

Objectives

- Review and understand information about Adult Learning Theory and how theory can play a significant role in staff development.
- Renew understanding of assessing different learning preferences of staff.
- Refocus and know the learning preferences needed in supervision.
- Learn and review effective communication techniques and implementation strategies and promote the use of these strategies by their supervisee's as they work with children and families.
- Gain a renewed understanding of problem-solving, critical and solution focused thinking skills, change management techniques and conflict resolution skills to more effectively supervise staff.

Safe and Supported: Empowerment Self Defense for Social Service Professionals

Every day, social service professionals face unsafe situations, which they endure for the sake of the vulnerable. To decrease the risk of serious harm while on the job (or in their personal lives), safety training is a must. But personal safety isn't only about physical self-defense. It starts with awareness of the environment and the people around us, an understanding of and respect for our own intuition, and the ability to set clear and effective boundaries and de-escalate tense encounters.

This course allows participants to learn and practice all these skills, in addition to simple escapes from grabs and holds, and basic strikes designed to allow escape. This is an interactive training that combines group activities and discussions, scenario-based skills practice, and physical technique practice.

Please dress in comfortable clothing that allows for movement.

Where Have All the Adoptive Parents Gone? Left as Foster Parents

Foster caregiver retention is a critical issue in child protection, directly affecting stability for children and families. In this learning, you will explore common reasons caregivers leave and examine how worker perceptions and agency practices can influence caregiver engagement. You will learn five key principles of effective retention and review practical strategies to support foster caregivers over time. Through applied examples, you will consider how support groups, mentoring, and intentional agency practices can help foster caregivers feel valued, prepared, and committed to continuing their role.

Objectives

- Identify reasons why foster parents leave the foster parenting program
- Describe the five key principles of a successful retention program
- Identify principles of building a successful support group and mentoring program
- Describe strategies on how to build a program where foster parents come and stay

Ethical Slippery Slopes: From Good Intentions to Blurred Boundaries

Ethical violations are not typically due to a professional forgetting or purposely ignoring “the rules.” Instead, many ethical breaches occur because a professional stepped onto a slippery slope that led to the violation. In this distance learning workshop, we are going to study situations that can unintentionally lead to violations and explore tools to avoid or minimize risk. We will explore good intentions with unethical outcomes, professional time mismanagement, and blurred boundaries.

When applicable, attention will be paid to the laws and rules of the Ohio Counselor, Social Worker, and Marriage and Family Therapist Board.

Unpacking the No: Navigating Family Resistance

This half day, instructor-led training provides participants with strategies to establish and strengthen trust with youth, families and kin while recognizing the challenges of ambivalence and resistance. Participants will explore the impact of resistance on involvement and learn effective methods for engaging and supporting youth and families they serve.

By the end of the session, participants will have actionable strategies to foster positive engagement, overcome barriers, and create a trusting environment for the youth, caregivers, and families.

Understanding a Child's Experience of Sexual Abuse

This course offers an in-depth examination of child sexual abuse (CSA) and its impact on children. It addresses common myths and misconceptions surrounding child victims and reviews prevalence rates, characteristics, and factors that may influence a child's response to abuse.

The course also explores disclosure patterns, including how, why, to whom, when, and what children typically share, as well as the issue of recantation. Participants will gain insight into the psychological, physical, and behavioral effects of CSA, along with the role internal and external influences can have in either increasing or reducing its impact.

Part of the Sexual Abuse Intervention Series 2.0 Curriculum

Preventing Placement Disruptions Before Placement Begins

You will learn the stages of placement disruption and how to recognize them as well as the most common reasons for placement disruptions and what is known to contribute to placement stability. That knowledge will then be applied to a group activity designed to help you evaluate your current agency practices and identify areas where strategies known to support placement stability can be implemented.

Objectives

- Identify the most common reasons for placement disruption
- Identify the stages of disruption
- Identify the factors that contribute to placement stability
- Identify and articulate the current practices that increase or decrease likelihood for disruption
- Identify effective strategies that support placement stability
- Demonstrate at least three strategies agency staff can implement to minimize placement disruption

How to Identify and Address Microaggression

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. Workshop goals are to create awareness of and provide ways of confronting these harmful comments and actions.

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.

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.

Silent Danger: Recognizing and Responding to Strangulation in Child Abuse and Domestic Violence Cases

This course does not meet the current domestic violence training requirements under OAC. Strangulation has been identified as one of the most lethal forms of domestic violence and sexual assault. 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 assault, but it may be an attempted homicide. Strangulation is often considered the "last warning shot" before homicide.

***Disclaimer:** This training contains real-life images, case studies, and first-hand experiences related to strangulation, child abuse, and domestic violence. Some of the content is graphic in nature and may be distressing or triggering for participants, particularly those with personal or professional exposure to trauma. The material presented is intended to provide critical education and awareness for child protective services caseworkers and staff to enhance their ability to identify, assess, and respond to cases involving strangulation and its potential consequences. Participants are encouraged to practice self-care and step away

if needed. If at any point you feel overwhelmed, please take the necessary steps to ensure your well-being. Resources for support will be made available.

Understanding a Family's Experience of Sexual Abuse

This course will help you understand the devastating impact of child sexual abuse on non-offending parent(s), siblings, and other family members. You will learn about common reactions and responses to child sexual abuse, factors influencing these responses, and your role in supporting the family.

Part of the Sexual Abuse Intervention Series 2.0 Curriculum

Brains Under Construction: Helping Kids Build Self-Control and Focus through Executive Functioning

Children from hard places often struggle with impulse control, focus, transitions, and emotional outbursts—not because they don't care, but because their executive function skills are still under construction. In this practical, interactive training, foster and adoptive parents will learn how trauma affects the developing brain, how to recognize signs of executive function challenges, and what to do when kids seem "defiant" or "disorganized."

Through real-life examples, hands-on activities, and easy-to-use strategies, all participants will leave with a clearer understanding of children's needs and a toolbox full of simple support that build calm, connection, and confidence in interpersonal interactions.

Elements of Empathy: Why Empathy Matters

In this interactive and thought-provoking training, learners will obtain content as to why empathy matters when collaborating with co-workers, families, and older adults. Through the course, learners will be provided with knowledge about empathy, as well as develop skills to ensure that empathy becomes part of their practice in the workplace.

Objectives

- Recognize what it means to display healthy empathy in the workplace.
- Describe how aspects of empathy impact the helping relationship, as well as relationships with others.
- Examine the essential elements of empathy and why empathy matters.
- Demonstrate skills and practice healthy empathy in the workplace.

Skills Training for Supervised Visitation

Supervised visitation refers to parent and child contact overseen by a third party. Supervised visitation is used in child protection cases to maintain the safety and well-being of children. It may involve contact ordered by a court to minimize visitation-related conflict between custodial and non-custodial parents. Supervised visitation is designed to support the development of parenting skills, to assist in rebuilding a healthy parent-child relationship, and to prevent child abuse. This workshop provides practical education on a variety of topics for caseworkers and caregivers.

Objectives

- Explain the purpose of supervised visitation and how it supports child safety, permanency, and well-being.
- Describe effective supervision practices during visits, including maintaining appropriate professional boundaries and responding to concerns that arise.
- List how to document observations during visits using clear, objective language that supports accurate records and court reporting.
- Discuss trauma-informed approaches when supporting children and families during supervised visitation.

Helping Kids Develop a Conscience

Some children struggle with empathy, accountability, and rule-following, which can leave caregivers unsure how to respond. In this learning, you will explore how conscience develops and why some children show limited remorse or concern for others. You will learn how early experiences, family dynamics, and environmental influences shape behavior, and how to recognize common patterns associated with defiance.

The learning also introduces practical caregiver strategies that support emotional growth, strengthen relationships, and encourage responsible behavior over time.

Finding Family: Locating and Engaging Kin and Other Caring Adults

Relatives and other caring adults known to the child or family can often be the best placement resource for children needing out-of-home care. Beyond placement, they can serve many important social support roles for children and their parents. While the use of kinship care in child welfare has expanded to a great extent in recent years, far too often this resource is not utilized because relatives cannot be identified or located. This training will present methods for identifying kin at any point in the placement continuum - from initial placement to permanency planning for youth who have been in care for many years. Supportive content will also be provided on the definition and value of kinship care, and on the engagement and support of kinship families.

What Should We Do? Ethical Decision-Making in Adoption

Adoption may be one of the child welfare practice areas most fraught with ethical challenges. This workshop will present an overview of ethical considerations in relation to adoption and will review two models for ethical decision-making. Ample opportunities will be provided to identify and discuss current practice challenges and to consider case examples from an ethical decision-making perspective.

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 traumas, will also be discussed; and indicators that help with the assessment and diagnosis of traumas-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.

Going Two Extremes: An Overview of Childhood Bipolar Disorder

Childhood Bipolar Disorder has become a common diagnosis for children in the child protective services system. Unlike normal mood changes, childhood Bipolar Disorder significantly impairs a child's functioning. However, Bipolar Disorder is difficult to recognize and diagnose in youth as it does not fit precisely with the symptoms and criteria established for adults. Likewise, many children diagnosed with Bipolar Disorder often have co-morbid diagnosis further complicating treatment strategies. Effective treatment depends on the appropriate diagnosis of Bipolar Disorder in children and adolescents.

Fostering A Healthy Organization Grounded in Reflective Practice

In this course, supervisors will learn the importance of developing a learning relationship, develop skills and techniques to engage in courageous conversations to ensure both professional accountability and psychological safety.

Objectives

- Define psychological safety
- Describe three leadership strategies that build psychological safety
- Analyze the high learning zone, maintaining high psychological safety and high accountability
- Describe the key concepts and process of reflective supervision
- Practice reflective supervision strategies
- Identify and articulate the importance of self-reflection and self-discovery of personal preconceptions or assumptions that potentially impact the creation of a learning environment
- Facilitate the components of a courageous conversation

Prescription Drug Abuse: A Tough Pill to Swallow

Prescription drug abuse is one of the nation's fastest growing substance abuse problems. Tragically, the misuse of prescription drugs has reached epidemic proportions. Millions of children are also impacted by prescription drug addiction as child protective services agencies are forced to place these children in foster care. This training will address various issues surrounding prescription drug abuse. In addition to highlighting the growing prevalence of prescription drug abuse, this training will also explore the physical and psychological consequences of prescription drug misuse. Evidence-based treatment strategies will also be discussed to assist participants towards advocating for children and families impacted by prescription drug abuse.