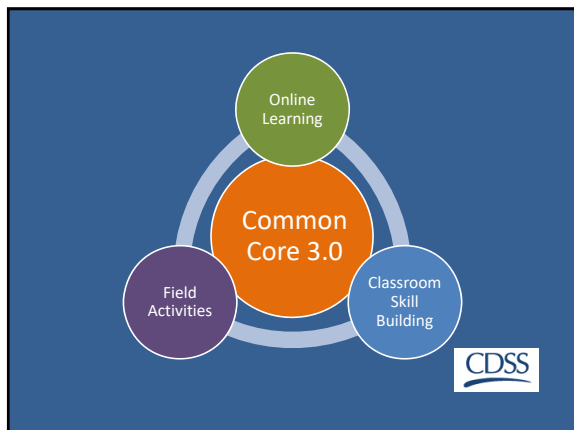




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## Orientation to Child Welfare Practice and Common Core 3.0

December 31, 2018

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## Overview of the Training

- Welcome and Review of the Agenda
- Learning Objectives
- CC 3.0 Training
- Child Welfare Practice in California
- Wrap-up

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### Group Agreements



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### Icebreaker Activity!



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### Learning Objectives

- Pick 2 Learning Objectives for which you feel you have a really good understanding.  
– Circle them.
- Pick 2 Learning Objectives that you need to learn the most about.  
– Underline them.

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## Re-Imagining Core Training

- Focus on Practice Areas as a framework for the training
- Sequencing content to reinforce training after some time in the field
- Use of multiple training modalities
  - Online knowledge-based training
  - Classroom-based learning
  - Field learning

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## Modalities

- On-line knowledge based training
- Classroom-based learning
- Field learning




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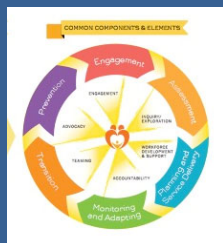
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## Training Blocks

### Practice Areas

- Foundation
- Engagement
- Assessment
- Case Planning and Service Delivery
- Monitoring and Adapting
- Transition




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## Sequenced Content

- 100 level
  - eLearning
  - Classroom
  - Field Activity completion
- 200 level




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## Evaluation Overview

What does evaluation in CC 3.0 mean for me?

- Demographic survey
- eLearning post-test
- Post-test to assess knowledge acquisition
- Embedded evaluation
- Field Activity survey

*The evaluation data is not about individual results, but rather, assessing the effectiveness of the curriculum.*

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## Adult Learning – what we know

- Spaced learning
  - Shown to be a more effective way for people to learn, practice, and transfer what they have learned
- Blended learning
- Coaching
- Skill-based interactive in-person training
- Skill practice

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## Activity




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## California Child Welfare Practice

- Federal Laws
  - Adoption and Safe Families Act (ASFA)
  - Child Abuse Prevention and Treatment Act (CAPTA)
  - Child and Family Services Review (CFSR)
- State Laws
  - Welfare & Institutions Code, AB 636
- Rules and Regulations
  - Federal--ICWA, eligibility
  - State--Division 31
  - County --Policies and Procedures
- California Child Welfare Core Practice Model (CPM)
- National Association of Social Workers (NASW) Code of Ethics

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## Adoption and Safe Families Act (ASFA) 1997

### Four Provisions:

- 1) Moving children promptly to permanent families
- 2) Ensuring that safety is a paramount concern
- 3) Elevating well-being as a major focus of child welfare system efforts
- 4) Improving innovation and accountability throughout the Child Welfare System

SAFETY



PERMANENCY



WELL-BEING

*Intentions and Results: A look Back at the Adoption and Safe Families Act, 2009,  
Center for the Study of Social Policy and Urban Institute*

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### Child and Family Services Review (CFSR)

- Created by the federal government in 1994 refined in response to the 1997 Adoption and Safe Families Act (ASFA)
- CFSR is an assessment of a state's performance related to child welfare goals
  - Safety
  - Permanency
  - Well-being

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### Common Core for New Child Welfare Workers in California

#### Background

- Developed as part of the first CFSR/PIP process
- The PIP included two key requirements for Common Core:
  - Must be statewide standardized training for all new social workers
  - Must be evaluated to show that it is effective
- The first version of Common Core to be widely implemented was launched in 2005.

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### Child Welfare System Improvement and Accountability Act

# AB 636

What would the outcome be if this goal is met?

How does a social worker support families to get to this outcome?

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## State Regulations

- State regulations require that sections of the Core be completed within 1 year of hire and the entire Core be completed within 2 years of hire.
- Common Core must satisfy the federal requirements as outlined in the CFSR and the Program Improvement Plans completed by California in 2004 and 2009.
- WIC 16206 identifies the training topics and requirements for evaluation.

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## NASW Code of Ethics

“The mission of the social work profession is rooted in a set of core values. These core values, embraced by social workers throughout the profession’s history, are the foundation of social work’s unique purpose and perspective: service, social justice, dignity and worth of the person, importance of human relationships, integrity, [and] competence.” (NASW, 2008)

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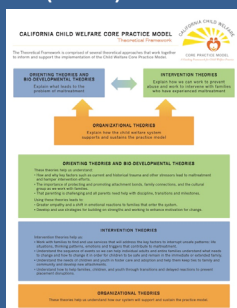
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## The California Child Welfare Core Practice Model (CPM)

- Theoretical Framework
- Values
- Casework components
- Practice Elements
- Practice Behaviors




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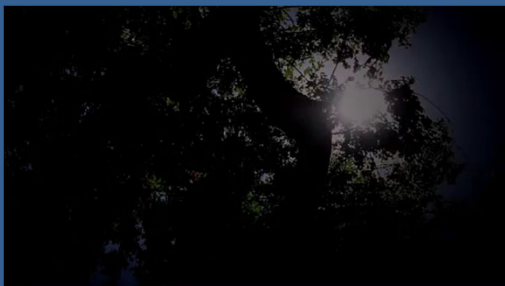
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## We Believe




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## The California Child Welfare Core Practice Model




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## The California Child Welfare Core Practice Model (CPM)

### Practice Elements – How we do it

- Engagement
- Inquiry/exploration
- Advocacy
- Teaming
- Accountability
- Workforce development and support

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### Practice Behaviors

- Action-oriented
- Clearly describe the interactions between social workers and families, children, youth, young adults, communities, and Tribes
- Provide guidance to social worker about how they will practice social work using the Practice Model

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### Developing a Learning Plan



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### Wrap-Up



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Thank you!

Please complete the Participant Satisfaction Survey.



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