

## **On-line Training and Technical Assistance Resources**

Cathleen Otero Subia, MSW, MPA

Project Manager

National Center on Substance Abuse and Child Welfare

4940 Irvine Blvd, Suite 202

714-505-3525

Irvine, CA 92620

<http://www.ncsacw.samhsa.gov>

### **National Center on Substance Abuse and Child Welfare**

A Program of the Substance Abuse and Mental Health Services Administration

Center for Substance Abuse Treatment

and the Administration on Children, Youth and Families

Children's Bureau

Office on Child Abuse and Neglect

### **Mission**

- To improve outcomes for families by promoting effective practice, and organizational and system changes at the local, state, and national levels
- Developing and implementing a comprehensive program of information gathering and dissemination
- Providing technical assistance

### **Providing Technical Assistance**

- Level 1 – information provision
- Level 2 – consultation
- Level 3 – on-site facilitation
- Level 4 – In-Depth Technical Assistance

### **Program of In-Depth Technical Assistance**

- Fifteen months of in-depth work with a State Team to develop practice protocols and policies that improve outcomes for families
  - Round 1 – 2003/2004: Colorado, Florida, Michigan and Virginia
  - Round 2 – 2004/2006: Arkansas, Massachusetts, Minnesota and Squaxin Island Tribe
  - Round 3 – 2006/2007: New York and Texas
    - Less intensive level of support to Maine and Vermont

### **Recent Products**

- Understanding Substance Abuse and Facilitating Recovery: A Guide for Child Welfare Workers (A short monograph for front-line workers)
- On-Line Training – Now Available

- Understanding Child Welfare and the Dependency Court: A Guide for Substance Abuse Treatment Professionals
- Understanding Substance Use Disorders, Treatment and Family Recovery: A Guide for Child Welfare Professionals

Visit <http://www.ncsacw.samhsa.gov>

## Topics

- Cross Training vs. Joint Training
- Developing a Training Plan
- Lessons Learned from the Sacramento County, CA Training Initiative
- NCSACW On-Line Training and Technical Assistance Resources

## Cross Training vs. Joint Training

- Cross training
  - Cross-training helps systems understand each other's roles and responsibilities
- Joint-training
  - Joint training builds collaborative relationships, one-on-one relationships and provides a venue for informal education

## Creating a Training Plan

- Develop an inventory of current training efforts
  - Substance Abuse Treatment Counselor training
  - Child Welfare – new worker and on-going
  - Court trainings
  - Court Improvement Projects
  - Other available training venues

## Creating a Training Plan

- Develop an inventory of funding for current training efforts
  - Substance Abuse Treatment Counselor training
  - Child Welfare – new worker and on-going
  - Court trainings
    - Court Improvement Projects
  - Other available training venues

## Creating a Training Plan

- Audience
  - Front-line staff vs. management
- Purpose and Intended Use
  - Staff development, increase knowledge
  - What practice skills are being targeted
  - How will the information be translated into practice
- Content
  - Fundamentals vs. advanced practice

## **Creating a Training Plan**

- Funding: Determine opportunities for using training resources for cross training or joint training approaches
  - Child Welfare Title IV-E training reimbursement to train substance abuse and court people
  - One system provides training and just invites others
  - Specialty programs may get reimbursed for new worker training

## **Lessons Learned from the Sacramento County Training Initiative**

### **Sacramento County, California**

Comprehensive cross-system joint training: Three Levels of Training

- Level One – AOD basics
  - All CWS staff – 4 days required
    - overview of chemical dependency
    - beginning to intermediate AOD information
  - Introduction to assessment and treatment

### **Sacramento County, California**

Comprehensive cross-system joint training: Three Levels of Training

- Level Two – Advanced AOD information
  - All case carrying workers – 4 days required
    - AOD screening, brief intervention, motivational enhancement and AOD treatment
    - assessment and treatment skill building
    - SASSI Certification training

### **Sacramento County, California**

Comprehensive cross-system joint training: Three Levels of Training

- Level Three – Group intervention skills
  - All ADS staff – 4 days required – and voluntary for any CPS division staff
    - group treatment service skills
    - special treatment topics

## **Additional Training Components**

- Strategies for Family Change
- Resiliency Training
- Motivational Interviewing
- Adolescent Treatment Training

## **AOD Treatment Provider Training**

- CWS Topics
  - Service System Overview
  - Dependency System Overview

- Mandated Reporting Responsibilities
- Risk Assessment
- Decision-making
- Critical Time Frames

## **Lessons Learned from Training**

### Logistics and Content

- Mixture of cross and joint training was the right choice
- Scheduling and training location
- Curriculum
  - Realistic, practical, and applicable
  - Interactive and multi-modal
  - Current and culturally respectful

## **Lessons Learned from Training**

### Organizational Buy-In

- All levels – clarify communication around training goals and practice expectations
- Administrators must understand content and application of training materials
- Management participation and support
- Supervisor reinforcement of change in practice and quality assurance

## **Lessons Learned from Training**

### Professional Trainer

- Content expertise plus training skill
- Dynamic, energetic and spontaneous
- Motivated and flexible
- Centered and congruent

## **Lessons Learned from Training**

### Keep It Going!

- On-going dedicated budget
- Make training mandatory for all new staff
- Make changes in training content and format to respond to needs of work environment

## **National Center on Substance Abuse and Child Welfare**

### **On-line Training Resources**

## **A Guide for Substance Abuse Treatment Professionals Understanding Child Welfare and the Dependency Court:**

### **Course Overview**

- Module One—overview of child maltreatment, child welfare, and shared family issues

- Module Two—basics of the child welfare and dependency court systems
- Module Three—collaborating with child welfare
- Module Four—the treatment provider's role in supporting the client
- Module Five—the treatment provider's role in early identification and reporting of child abuse and neglect

### **Course Overview**

- Resources—contains child welfare Websites, online publications, references and bibliography, and extensive confidentiality information to enhance treatment providers' understanding of the course content
- Knowledge Assessment—tests participants' understanding of course material
- 4 CEUs—approved by National Association of Social Workers (NASW)

### **Module One:**

## **Overview of Child Maltreatment, Child Welfare, Dependency Court, and Shared Family Issues**

### **Objectives**

- Learn about Federal definitions of child maltreatment and how to find appropriate State definitions
- Learn about the services of the child welfare and dependency court systems
- Become aware of personal feelings about child maltreatment and child welfare and how they may affect client casework
- Identify the key roles and responsibilities of treatment professionals that may arise when working with clients who have minor children

### **Content**

- What is child maltreatment?
- What is child welfare?
- What are dependency courts and when do they get involved?
- What are parent, child, and family issues that arise when parents with minor children are in treatment?
- What are the responsibilities of treatment professionals who are working with parents who have minor children?

### **Module Two:**

## **Basics of the Child Welfare and Dependency Court System**

### **Objectives**

- Identify societal values that led to child welfare legislation
- Identify Adoption and Safe Families Act (ASFA) key requirements and the role of dependency courts in implementing the Federal law

- Understand how the competing timetables of child welfare, treatment, child development, and other systems, such as welfare, affect the treatment client
- Understand how the services offered by the child welfare system affect the treatment client
- Identify key terminology used in the CWS

### **Content**

- The societal and legal context for child welfare services
- Requirements established by Adoption and Safe Families Act (ASFA)
- Competing requirements of the child welfare, treatment, and welfare systems in the context of a child's development
- Detailed descriptions of the range of child welfare services
- A review of key child welfare terminology and their definitions

## **Module Three:**

### **Collaborating With the Child Welfare and Dependency Court Systems**

#### **Objectives**

- Identify key differences among the child welfare, dependency court, and substance abuse treatment systems
- Identify what these systems have in common
- Suggest ways that treatment providers can collaborate with the child welfare and dependency court systems
- Describe when it is helpful to share information across systems and types of information to share
- Present strategies for sharing confidential information in acceptable ways

#### **Content**

- What are the differences between child welfare and treatment approaches to clients, and what do they have in common?
- How can the treatment, child welfare, and dependency court systems collaborate for the benefit of their mutual clients?
- What are the special requirements for working with American Indian parents who are in treatment?
- How can treatment providers begin to collaborate with child welfare and the dependency court?
- What are the key issues of confidentiality that affect information sharing, and how can they appropriately be addressed?

## **Module Four:**

### **Your Role - Supporting Your Client**

#### **Objectives**

- Understand the key concepts of family system theory and what it offers treatment professionals
- Identify family system issues that affect the client's participation in treatment
- Understand the family system issues that affect the client's participation in child welfare

- Understand the family system issues that affect children of clients in treatment
- Develop strategies for collaborating with the CWS to address these issues and prepare clients for their participation in the system

### **Content**

- What is a family system, and why is it helpful to look at your client through the family system lens?
- What happens to children of substance-abusing parents?
- What are the issues encountered by substance-abusing parents?
- How can you help prevent clients from entering the CWS?
- How can you help your clients negotiate the CWS?
- How can you help parents prepare for participation in child welfare and dependency court meetings, reviews, and hearings?
- How can you help clients prepare for and respond to post-treatment family outcomes?

## **Module Five:**

### **Your Role - Early Identification and Mandated Reporting**

#### **Objectives**

- Understand and use key strategies to assess whether child abuse or neglect may be occurring
- Identify situations where child abuse or neglect is occurring and should be reported
- Carry out the appropriate mandated reporting responsibilities
- Understand what happens to a client when a report is made

#### **Content**

- How do you determine whether you should be concerned about possible child maltreatment?
- How do you decide whether you have a case that should be reported?
- How do you make a report?
- What happens to your client when a report is made?

## **A Guide for Child Welfare Professionals**

### **Understanding Substance Use Disorders, Treatment and Family Recovery:**

#### **Course Overview**

- Module One—fundamental information regarding substance use, abuse, and addiction.
- Module Two—motivating families to engage in treatment for substance use disorders.
- Module Three—substance abuse treatment types, settings, approaches, and key elements of treatment for parents
- Module Four—special considerations for children
- Module Five—strategies to enhance coordination and collaboration between substance abuse treatment and child welfare professionals.

## **Course Overview**

- Resources—contains a wealth of information: (1) child welfare websites, (2) online publications, (3) references and bibliography, and (4) a glossary of terms appropriate to child welfare and substance abuse issues.
- Knowledge Assessment—tests participants' understanding of course material
- 4 CEUs—approved by National Association of Drug Addiction Counselors (NADAC)

## **Module One:**

### **Primer on Substance Use, Abuse, and Addiction for Child Welfare Professionals**

#### **Objectives**

- Understand why people use substances and how they become addicted
- Describe the continuum of substance use disorders and progression of substance use, abuse, and addiction
- Understand the brain chemistry changes involved in substance use
- Understand how SUDs are diagnosed
- Gain the critical context needed to understand parents with SUDs, and to effectively manage the challenges faced by the parents and their children

#### **Content**

- Why do people use alcohol and other drugs?
- What are the pathways from use to abuse and addiction?
- How do substances affect brain chemistry?
- Are there risk factors that affect the likelihood that someone will develop a SUD?
- How do professionals determine that someone has a SUD?
- In what ways can SUDs have a negative effect on people's lives?
- How do SUDs affect the ability to parent?

## **Module Two:**

### **Engaging Families in Substance Abuse Treatment**

#### **Objectives**

- Recognize the important role of child welfare professionals in helping parents to enter and sustain treatment for SUDs
- Identify the needs and experiences of parents that bring them into treatment
- Understand the special provisions for Native American children under the Indian Child Welfare Act
- Identify specific strategies for engaging parents at different stages in the treatment and recovery process

## **Content**

- What is the role of the child welfare professional in screening substance use disorders?
- What do child welfare professionals need to know about parents' needs and experiences that bring them into treatment?
- How can child welfare professionals motivate and assist parents to seek and engage in appropriate treatment?
- How can child welfare professionals continue to motivate and engage parents during treatment and recovery?
- What resources can child welfare professionals use to complete assessments of parents?
- How can child welfare professionals interpret and use assessment information from treatment providers?

## **Module Three: Substance Abuse Treatment and Recovery**

### **Objectives**

- Understand what parents in substance abuse treatment encounter during the treatment and recovery processes
- Gain knowledge about treatment services, approaches, settings, and outcomes
- Understand treatment services for American Indian communities
- Use this information to manage cases and improve outcomes for children
- Identify the gender-specific needs faced by women with SUDs, including child-related concerns
- Understand the effects of co-occurring disorders, domestic violence, and trauma issues experienced by many women with SUDs
- Discuss research on effective treatment for women

### **Content**

- What is treatment and how can child welfare professionals help parents obtain appropriate treatment?
- What methods are used to assess SUDs?
- What treatment services are available to American Indian communities?
- What happens as people go through the treatment process?
- What are the issues for child welfare workers related to treatment monitoring and drug testing?
- Does treatment work, and what are the expected outcomes?
- How do co-occurring disorders, trauma, and domestic violence relate to women's substance abuse?
- What are research-based approaches to treatment for women?

## **Module Four: Special Considerations for Children Whose Parents Have Substance Use Disorders**

### **Objectives**

- Learn strategies that child welfare professionals can use to help children experiencing parental substance abuse
- Gain additional knowledge of the responsibilities of the child welfare professional for children who are in the system and who have parents with substance use disorders
- More fully understand children's needs and experiences connected to having a parent with a substance use disorder
- Learn ways child welfare professionals can enhance case planning, safety planning, and linkages to other services for children experiencing parental substance abuse

### **Content**

- What are the responsibilities of child welfare professionals for children in the CWS?
- What are the common experiences of children?
- What are the typical needs of children?
- How can the needs of children be met by child welfare workers through a partnership with substance abuse counselors?
- What are key elements that must be addressed in a child welfare case plan to ensure the children's needs are met?
- What are the appropriate services that child welfare workers need to respond to the children's needs?
- How can the worker conduct positive and safe visitation that promotes and supports the child-parent relationship?

## **Module Five: Partnering Strategies in Service to Child Welfare Families Affected by Substance Use Disorders**

### **Objectives**

- Identify key approaches for child welfare professionals to collaborate with treatment counselors and other service providers at different stages in the treatment and recovery processes
- Identify the treatment confidentiality requirements that child welfare professionals may encounter
- Understand how to close a child welfare case involving substance abuse and how to support recovery after cases are closed

### **Content**

- How do child welfare workers ensure adherence to treatment confidentiality requirements?
- What are the characteristics of successful collaboration between professionals?

- How can child welfare workers partner with treatment programs to prepare parents for their participation in treatment?
- How can child welfare workers partner with treatment counselors to improve outcomes for parents with SUDs?
- Within agency protocols, how do you decide when to close a child welfare case?
- How can child welfare workers assist parents to prepare for and sustain life-long recovery after their child welfare cases are closed?

## **Substance Use Disorders, Mental Disorders and Co-occurring Disorders**

### **Training Package for Child Welfare Trainers**

#### **Training Package Overview**

- A package of training materials for child welfare trainers
  - PowerPoint presentations
  - Trainer script
  - Case studies and other exercises
  - Handouts
  - Resources

#### **Training Package Overview**

- Module One – Understanding the Multiple Needs of Families Involved with the Child Welfare System
- Module Two – Understanding Alcohol and Drug Issues, Treatment and Recovery
- Module Three – Understanding Mental Disorders, Treatment, and Recovery
- Module Four – Engagement and Intervention with Parents Affected by Substance Use Disorders, Mental Disorders, and Co-Occurring Disorders
- Module Five – Developing a Comprehensive Response for Families Affected by Substance Use Disorders, Mental Disorders, and Co-Occurring Disorders
- Module Six – Understanding the Needs of Children of Parents with Substance Abuse or Mental Disorders

#### **Training Package Overview**

- Audience: pre-service and in-service child welfare professionals
- Level of understanding: Basic information, with implications for emergency response, investigation and on-going case planning
- Trainers: Should be knowledgeable about substance abuse, mental health and child welfare systems. They should at least be familiar with the policies and laws that impact agency decision-making to ensure the information is presented in the proper context.

# **NCSACW On-line Policy Tools and Resources**

## **NCSACW Products**

Development of a Comprehensive Framework and Policy Tools

- 10 Element Framework
- Collaborative Values Inventory
- Collaborative Capacity Instrument
- Matrix of Progress in Linking Services
- Screening and Assessment for Family Engagement, Retention and Recovery -- SAFERR

## **Connecting AOD, CWS, Court Systems: Elements of System Linkages\***

- Underlying Values
- Screening and Assessment
- Client Engagement and Retention in Care
- AOD Services to Children
- Joint Accountability and Shared Outcomes
- Information Sharing & Management
- Training and Staff Development
- Budgeting and Program Sustainability
- Building Community Support
- Working with Related Agencies and Support Systems

## **NCSACW Products**

- Collaborative Values Inventory
  - On-line anonymous questionnaire to be completed by cross-disciplinary teams
  - The intent is to assist in developing common principles for collaborative work
- Collaborative Capacity Instrument
  - A self-assessment by County (and/or State) alcohol and drug and child welfare service agencies
  - Designed to elicit discussion among/within agencies about their readiness for collaboration

## **I. Underlying Values And Principles of Collaborative Relationships**

The slide contains a bar graph that shows the mean scores for questions related to underlying values and principles of collaborative relationships. The mean score for each question is as follows:

Region responds to conflicting time frames mean score 1.8 (responses of not sure that were not included in the mean calculation=2)

CWS & courts view alcohol as important as illicit drugs mean score 2.5

Region prioritized CWS parents for AOD treatment services mean score 1.92

Systems have negotiated shared principles mean score 2.0 (responses of not sure that were not included in the mean calculation=1)

Agencies & courts have used values assessment process mean score 1.29 (responses of not sure that were not included in the mean calculation=5)

Judges & attorneys are viewed as partners in developing approaches mean score 2.45 (responses of not sure that were not included in the mean calculation=1)

Overall mean score 1.99

## **Summary Scores**

The slide contains a bar graph that shows the summary mean scores for questions related to all 10 Elements of System Linkages. The mean scores for each element by pre and post test is as follows:

Community and Family: Pre-test score 1.88, Post-Test score 2.11

Related Agencies: Pre-test score 1.83, Post-Test score 1.99

Budgeting: Pre-test score 2.18, Post-Test score 2.17

Staff Development: Pre-test score 1.93, Post-Test score 1.47

Information Sharing: Pre-test score 2.05, Post-Test score 1.47

Joint Outcomes: Pre-test score 2.1, Post-Test score 1.85

Services to Children: Pre-test score 1.93, Post-Test score 1.5

Engagement and Retention: Pre-test score 2.56, Post-Test score 1.98

Underlying Values: Pre-test score 1.83, Post-Test score 1.99

Screening and Assessment: Pre-test score 2.26, Post-Test score 1.88

## **NCSACW Products**

- Matrix of Progress in Linking Services
  - Describes fundamentals for improved practice, good practice and best practice within each of the 10 elements
- Screening and Assessment for Family Engagement, Retention and Recovery (SAFERR)
  - Guidance for states and communities serving families with substance use disorders in child welfare services and dependency courts

## **NCSACW Products**

- Screening and Assessment for Family Engagement, Retention and Recovery (SAFERR)
  - Current practice and key factors and processes for child welfare, alcohol and drug services and dependency court systems
  - Guidance on developing collaborative efforts to improve outcomes for families.

## **NCSACW Products**

- In-Depth Technical Assistance: Compilation of State and Local Policy Tools
  - Colorado, Florida, Michigan and Virginia final products available on the NCSACW website
  - Arkansas, Massachusetts, Minnesota and the Squaxin Island Tribe final products will be available in June 2006

## **State and Local Policy Tools**

- Strategic plans
  - Virginia Safe Families in Recovery Project 2004 – 2009 strategic plan executive summary

- Virginia Safe Families in Recovery Project 2004 – 2009 strategic plan

### **State and Local Policy Tools**

- Interagency agreements
  - Florida State Policy Working Agreement
  - Florida System of Care Language for Substance Abuse & Mental Health, and Community-Based Contracts
  - Virginia Memorandum of Understanding

### **State and Local Policy Tools**

- Outcome Measures
  - Florida Child Welfare Protection/ Service & Family Substance Abuse Detection/ Treatment Linking Practice to Outcomes
  - Florida Mental Health & Substance Abuse CBC Readiness Self-Assessment Tool

### **State and Local Policy Tools**

- Outcome Measures (continued)
  - Florida Proposed Performance Outcome Measures for Dependency Drug Court Graduates
  - Michigan Logic Models: drug treatment court, communication, screening, assessment, engagement & retention, evaluation, funding, marketing, training and technical assistance

### **State and Local Policy Tools**

- Screening & Assessment
  - Colorado's Protocol for Improving Services to Families: strategies for substance abuse treatment, child welfare, and dependency court: a guide for counties, service providers, and judicial districts in Colorado.
  - Florida Integrated Collaborative Casework Practice: minimum standards for screening & assessment

### **State and Local Policy Tools**

- Screening & Assessment (continued)
  - Michigan Protocol for Screening, Assessment, Engagement, and Recovery, (SAER).
  - Virginia's SFRP Advisory Committee: compendium of evidence-based, best and/or promising practices

### **State and Local Policy Tools**

- Training
  - Colorado Substance Abuse Training for Child Welfare Workers
  - Proposed regulations to add services to child welfare clients as licensing category

### **State and Local Policy Tools**

- Training (continued)
  - Michigan Evaluation & Research Inventory
  - Michigan Training Flyers

- Best Practice to Implement Adoption and Safe Families Act: creative strategies to achieve permanence; family drug courts training substance abuse, child welfare & courts

### **State and Local Policy Tools**

- Underlying Values
  - The Colorado in-depth Technical Assistance Project – Project Overview
  - Overarching Statements of Values & Principals about Families & Colleagues
  - Report from the Colorado survey Regarding a Protocol for use by Substance Abuse, Child Welfare, & Dependency Court Staff – Needs Assessment Survey

### **State and Local Policy Tools**

- Underlying Values (continued)
  - Florida Analysis of Preferred Practice Approaches in Substance Abuse and Child Welfare – Comparative Practice Elements
  - Florida Department of Children and Families, Substance Abuse/Child Welfare, Collaboration Preferred Practice Model Components & Comparisons for Demonstration Project Proposal – Model of Preferred Practice for Collaborative Casework

### **State and Local Policy Tools**

- Underlying Values (continued)
  - Michigan Director’s Statement of Support & Interdepartmental Commitment
  - Michigan Binsfield Legislation – Legislation establishing Priority for Admission
  - Michigan Substance Abuse/ Child Welfare Collaborative Project Summary

### **State and Local Policy Tools**

- Underlying Values (continued)
  - Virginia Safe Families in Recovery Project – Memorandum of Understanding
  - Virginia Safe Families in Recovery Project – Programmatic Summary

### **NCSACW Products**

- *The Child Welfare-Substance Abuse Connection: A Compendium of Training Curricula and Resources*
  - This compendium provides information about currently available training curricula addressing the linkages between child welfare and substance abuse.
  - The compendium is available through the National Clearinghouse for Alcohol and Drug Information at (800) 729-6686 or at <http://ncadi.samhsa.gov/> by requesting inventory number MS926.

### **NCSACW Products**

#### Materials Development

- A Review of Alcohol and Other Drug Issues in the States’ Children and Family Service Reviews and Program Improvement Plans
- White Paper on Funding Comprehensive Services for Families with Substance Use Disorders in Child Welfare and Dependency Courts
- Annotated bibliography – updated quarterly

**ANNOUNCING**

January 30, 2007

Pre-conference symposium on substance-exposed infants with Dr. Ira Chasnoff

January 31 to February 2, 2007

National Conference

Disneyland Hotel, Anaheim California