

THE THEMES IN ALL CWDS TRAINING

Fairness & Equity

A principle that promotes equal opportunity for all children and families in order to achieve positive outcomes from child welfare interventions without bias decision making. Fairness and equity issues often concern reducing disparities in service access across specific populations and groups and diminishing the overrepresentation of minorities in the child welfare system. Policies, procedures, and/or practices based on fairness and equity principles consider the unique sociocultural context of each individual and frequently involves the expansion of culturally responsive community resources.

Specific to CWDS Consultants/Trainers: the goal in Child Welfare is to reduce disproportionality and ensure that there is equivalent opportunity for all children and families. So, when applicable, in your curriculum, tie in or discuss how the topic may connect to disproportionate treatment. Fairness and Equity Handout

Family & Youth Engagement

Practices and strategies congruent with relevant sociocultural dynamics that effectively engage parents, youth and extended family members in a respectful and collaborative manner in the assessment, intervention and case planning processes.

Specific to CWDS Consultants/Trainers: Including parents, youth and extended family in decision making makes for better outcomes in child welfare. This value should always be expressed in your training delivery.

Strength-based Practice

Practice that identifies strengths in an individual, family, or system, and the formulation of service arrays and interventions that acknowledge and build on those strengths. A strength-based approach honors and respects the dignity of family members and incorporates the family's collective knowledge about the resources and strengths in their family system. Strength-based practice involves joining with the family to reach goals for improvement in family functioning.

Specific to CWDS Consultants/Trainers: you have an opportunity to model this value in the training room by identifying and responding to the trainees in a strength-based way. This honors the trainee and exhibits language and techniques that they can use in working with children and families.

Outcome-Informed Practice

Practice that is informed by federal and state outcomes. All California Child Welfare Services trainings support the federal outcomes of Safety, Permanence and Well-Being.

California has developed state-specific performance measures. These performance measures are referenced in the curricula where they apply. For more information on the performance measures in California, please refer to the website for the California Child Welfare Performance Indicators Projects at the Center for Social Sciences Research (CSSR) at UC, Berkeley:

http://cssr.berkeley.edu/ucb_childwelfare/

Specific to CWDS Consultants/Trainers: reinforce the value of data by including research and data to support the topic.

Evidence-based Practice (EBP)

Practice that is based on researched and evidence based interventions that can be applied to service delivery in child welfare that is integrated with clinical expertise and client values. The existing body of research reflects varying levels of methodological rigor and efficacy, and differences in applicability to child welfare practice. EBP should be integrated into all CWS trainings.

***Specific to CWDS Consultants/Trainers:** Schools of Social Work include Evidence Based Practice as part of the Social Work curricula. It will be important for you to cite your sources for information you give out in training and to be up-to-date on your sources and bibliography (50% of bibliography sources for advanced training topics must be within the last 5 years).*

Trauma Informed Practice:

Trauma Informed Practice is a strength based approach that recognizes and acknowledges trauma and its prevalence, alongside awareness and sensitivity to its dynamics, in all aspects of service delivery. It is grounded in and directed by a thorough understanding of the neurological, biological, psychological and social effects of trauma and interpersonal violence and the prevalence of these experiences in person's receiving services through CWS. It involves not only changing assumptions about how we organize and provide services but creates and organizational culture that is personal, holistic, creative.

Specific to CWDS Consultants/Trainers

Trainers should aim to bolster awareness of the impact of trauma and should support participants by helping them to define key terms that are frequently used in the literature, mainstream, and practice, and should further provide data to underscore the prevalence rates of adversity among children and families. ACE Study