

Melanne Verveer

~~Nicola~~

File for your
Adoption
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Families for Kids Who Want:
Promising Directions in Community-Based
Adoption Reform.

Families for Kids Who Wait:

**Promising Directions
in Community-Based
Adoption Reform**



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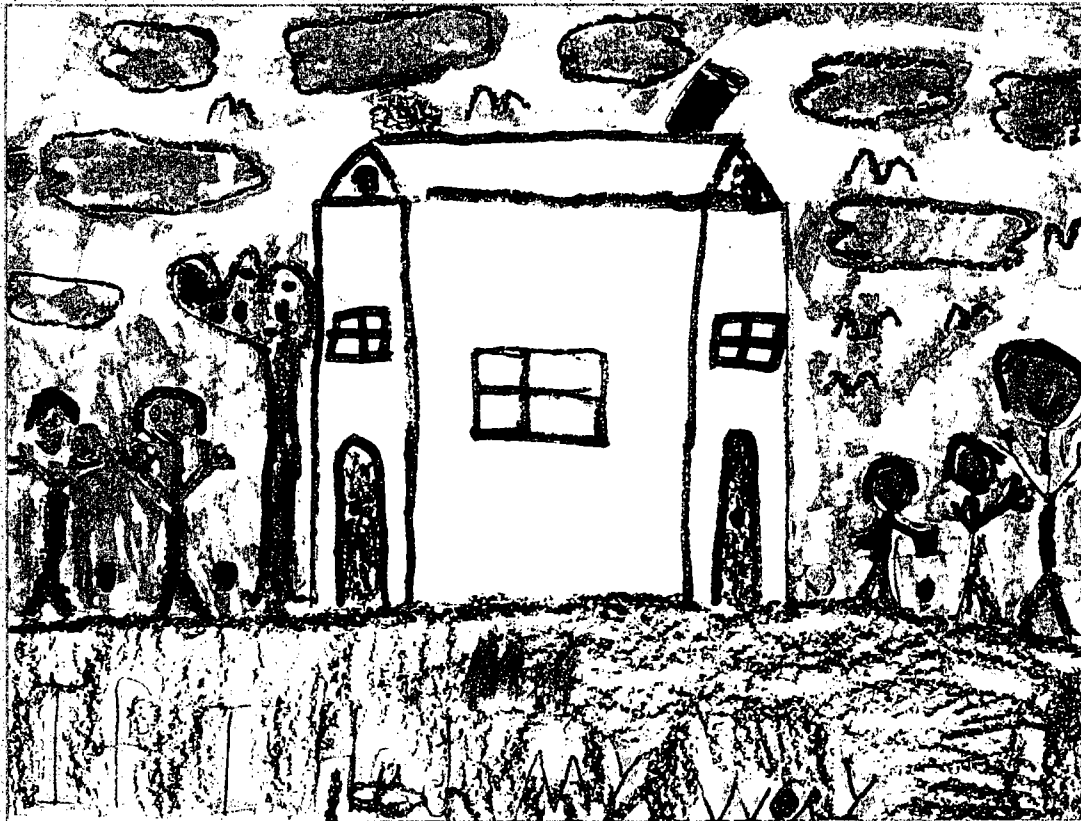
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Families for Kids: Building the Dream

HOW NINETEEN COMMUNITIES PLANNED ADOPTION REFORM
THAT PUT THE NEEDS OF CHILDREN FIRST



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Child

Welfare

League

of America



1938

1938

1938

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Children's Voice

Vol. 1, No. 2

Winter, 1996

CHILD WELFARE LEAGUE OF AMERICA



In this Issue...

New Agency Digest

Juvenile Justice?

Special Needs Ad

Child Abuse and

Cultural Competence In Child Welfare



PHOTOCOPY
PRESERVATION



Training & Leadership Center
16250 Northland Dr., Ste. 120
Southfield, MI 48075
810/443-7080 (Office)
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Linda Whitfield, MSW, CSW
Program Manager

The National Resource Center for Special Needs Adoption

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The Center Source

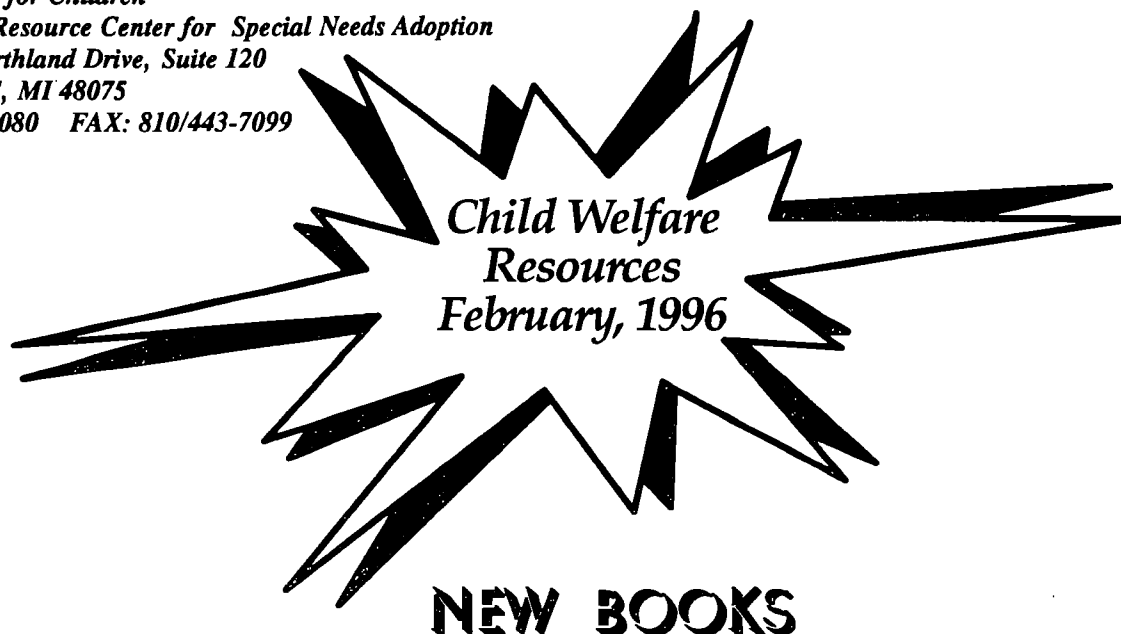
Spaulding for Children

National Resource Center for Special Needs Adoption

16250 Northland Drive, Suite 120

Southfield, MI 48075

810/443-7080 FAX: 810/443-7099



Adoption Support and Preservation Services: A Public Interest

This guidebook is the work of the National Consortium on Post Legal Adoption Services, which spent three years listening to families, talking with service providers, and reviewing state pilot projects to distill from them the best ways to preserve and support families that are created through adoption. It is for agencies and communities who are interested in providing services which are responsive to the needs of adoptive families following placement. This document introduces the reader to issues that are common to all adoptive families and delineates guiding principles of adoption support and preservation services. Adoption support and preservation services are defined, as are the characteristics that distinguish this model. Desired outcomes and resource issues are also discussed in the guidebook.

#101

1996

\$3.50

***Sexually Reactive Children in Adoption and Foster Care*, edited by Joan McNamara**

This anthology discusses the complicated intertwining of abuse and attachment and the need to effectively respond to children's abuse-reactive behaviors. Included are articles based on research related to the impact of children's sexual abuse on adjustment in adoptive placement; differentiating typical childhood sexuality from problematic or sexual acting-out behaviors for preschool and school-aged children; personal and professional experiences related to working with issues of attachment disorder and sexual abuse; dissociation, its identification and guidelines for working directly with children; children's misperceptions that may lead to children identifying helping individuals as abusers; models for working with children whose behavior is sexually inappropriate; and adoptive or foster family preparation.

#102

1995

\$14.95

Jumoke! is the last in a series of books based on adoption in different religious communities. It is a guidebook that introduces adoption as it touches the African American community today. It is recommended for those considering adoption, or who have already adopted, or those who provide support and encouragement to someone who is adopted.

#082

1995

\$3.50

To increase the effectiveness and efficiency of the services provided to the culturally diverse population in your agency.

The Cultural Competence in Child Welfare Curriculum

The Cultural Competence in Child Welfare Curriculum is an exciting experiential training product that is developed with the child welfare administrator and practitioner in mind. The complete curriculum is video driven and is composed of ten (10) training days.

The content of the **Cultural Competence in Child Welfare Curriculum** addresses:

- ▶ Effective service delivery from a community based approach
- ▶ Administrators role in developing culturally competent agencies
- ▶ Historical highlights from African American, Asian/Pacific American, Hispanic/Latino and Native American culture
- ▶ Cultural strengths, values and beliefs
- ▶ Culturally specific recruitment and retention strategies
- ▶ Collaboration and tailoring services for diverse populations

The overview day lays the theoretical foundation for the subsequent days of training. There are two (2) days of training for each cultural group.

These days provide a historical and community based context to strengthen services to the prospective cultural group. The administrative training day addresses elements of agency assessment to tailor policies, procedures and practices to a culturally diverse group.

The **Cultural Competence in Child Welfare Curriculum** provides experiential opportunities for participants, encourages collaboration between programs of the child welfare system and beyond.

The components of the **Cultural Competence in Child Welfare Curriculum** include a trainers guide, participants handbook, and videos that include twenty-six (26) vignettes.

The **Cultural Competence in Child Welfare** in its entirety is a state of the art product that has been researched, practice based, and field tested. It is an effective product for the delivery of cultural competence training.

Cultural Competence in Child Welfare Curriculum TRAINING FORMAT

Training the *Cultural Competence Curriculum* may be provided as direct training to staff, supervisors and administrators or in a Train the Trainer program. Training is provided by two trainers.

Training is sequential and experiential, and involves the development of working teams. Therefore, **a group of no less than 24 and no more than 30 is ideal.** All participants are expected to attend all days of each training session.

Host organizations are expected to provide for a comfortable training site with a room large enough to accommodate the group. Consultation with the trainers on set up is required. A room of at least 1100 square feet, and 4-6 areas where small groups/teams of participants can meet. Some group/teams might meet in the large training room while others meet elsewhere, thus reducing the number of "break-out" rooms needed.

The host organization takes responsibility for providing coffee, tea and light refreshments for the group in the morning and for an afternoon break as well as information on food service near the training site that will allow trainers and participants to have lunch within a 1.5 hour time frame. Some host organizations have lunch catered or arrange the training at a site that will serve lunch. Funds for such program supplies might be included in the training contract.

Technical assistance and consultation by the center representatives is essential. This curriculum includes 10 different days of training, but the presentation of materials may vary. The curriculum focuses on both practice and systemic issues in cultural competence, and the involvement of administrative staff is crucial to the implementation of the program. A minimum of two (2) days of technical assistance is recommended as a part of any training program. Technical assistance may include discussion of systemic issues, identification of particular needs in the agency, collaboration with communities served, identification segments of the curriculum to be presented, and consultation with trained trainers. Following the training organizations may want to assess the level of Cultural Competence, and implications for practice, policies, procedures and goals of the agency. The costs for the technical assistance and consultation are the same as for training.



Cultural Competence in Child Welfare Curriculum **CONTENT AND PRESENTATION**

Training Content

The curriculum includes the following training days:

Day 1 - Overview Day that presents the definitions and underlying principles of the curriculum. All training participants would attend this training.

Day 2 - For administrators, this day of training focuses on an agency assessment to be done prior to the training day and discussion of systemic issues.

Day 2 - For staff and others (including administrators needing and/or wanting training relative to a particular cultural group) this day of the training focuses on the history of and interface with the child welfare system of one of the cultural groups discussed in the curriculum: African American, Asian/Pacific American, Hispanic/Latino, or Native American.

Day 3 - For those who have attended Days 1 and Day 2, these days continue with skill building for working with the cultural group as they interfaces with the child welfare system.

Training Presentations

The training format may vary according to the needs of the requesting organization. Typical formats might include:

- keynotes
- workshops
- seminars
- 1 - 4 day trainings

Train the Trainer Program

Participants in the train the trainers program will:

- BE PREPARED to train others in this curriculum
- LEARN the importance of bi-cultural teaming
- LEARN the need to be familiar with their own culture and clients served by their agency

(over)



The agency may select one cultural group on which the Train the Trainer program will focus, so that participants may not go through all of the training days in the Train the Trainer program. Thus, the Train the Trainer program would include three days of training. During the Train the Trainer program participants take responsibility for training segments of the curriculum as part of the learning process. Agencies may wish to seek out trainers from the communities served instead of or in addition to, staff or university training providers to become trainers for this curriculum. Technical assistance and consultation before and after this training needs to be planned.



Cultural Competence in Child Welfare Curriculum **FEES AND PRODUCTS**

Training and Consultation Fees

Training fees are between Eight hundred Fifty dollars and One Thousand dollars, (\$850.00 - \$1,000.00) per day, per trainer plus all expenses incurred regarding travel, mileage, lodging and all usual and customary travel expenses.

Curriculum Package

Each participant in the Train the Trainer Program will need the Cultural Competence in Child Welfare Curriculum.

Total Package
(1) trainer guide, (1) participant handbook, video cassettes of (26) vignettes
\$2,525.00 ea. #115

Each additional participant in the curriculum training days will need a participant handbook.

Participant Handbook
\$25.00 ea. #116

Videos Available from the Cultural Competence Curriculum

VIDEO CASSETTES \$95.00 ea.

- Developing Cultural Competence #103
- Cultural Competence: A Community-Based Approach #104
- Engaging Culturally Diverse Communities #105
- The Administrative Role in a Changing Environment #106
- History: African American Culture #107
- Recruitment and Retention of African American Families #111
- History: Asian/Pacific American Culture #108
- Asian/Pacific American Families and the Child Welfare System #114
- History: Hispanic/Latino Culture #109
- Recruitment and Retention of Hispanic/Latino Families #112
- History: Native American Culture #110
- Understanding the Indian Child Welfare Act #113

