

PRESERVICE COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

Table of Contents

[Clicking on an item in the Table of Contents jumps you to that page](#)
[Note: You can click on “Return to Table of Contents” at the top of any page](#)

| | |
|--|---------------|
| Topic 901, PRESERVICE: CHILD WELFARE SERVICES | <i>Page 3</i> |
| 901-01: Basic understanding of foster care, adoption, and kinship care | <i>Page 3</i> |
| 901-02: Basic understanding of child welfare laws, rules, and policies | <i>Page 3</i> |
| Topic 902, PRESERVICE: THE CHILD PROTECTION TEAM | <i>Page 4</i> |
| 902-01: Basic understanding of the caregivers’ role in the child protection team | <i>Page 4</i> |
| Topic 903, PRESERVICE: THE EFFECTS OF MALTREATMENT ON CHILD DEVELOPMENT | <i>Page 5</i> |
| 903-01: Basic understanding of child development | <i>Page 5</i> |
| 903-02: Basic understanding of child maltreatment | <i>Page 5</i> |
| 903-03: Basic understanding of the effects of maltreatment on development | <i>Page 6</i> |
| Topic 904, PRESERVICE: ATTACHMENT, SEPERATION, AND PLACEMENT | <i>Page 7</i> |
| 904-01: Basic understanding of how separation and placement affects children | <i>Page 7</i> |
| 904-02: Basic understanding of how to help children adjust to caregiver’s home | <i>Page 7</i> |
| Topic 905, PRESERVICE: BEHAVIORAL INTERVENTIONS | <i>Page 8</i> |
| 905-01: Basic understanding of appropriate disciplinary techniques for children in care | <i>Page 8</i> |
| 905-02: Basic understanding of how to manage crisis in the foster, kinship or adoptive home | <i>Page 8</i> |

| | |
|---|----------------|
| Topic 906, PRESERVICE; PROMOTING PLACEMENT STABILITY | <i>Page 10</i> |
| 906-01: Basic understanding of how foster or kinship caregiving and adoptive parenting can affect families | <i>Page 10</i> |
| Topic 907, PRESERVICE: CULTURAL AND DIVERSITY | <i>Page 11</i> |
| 907-01: Basic understanding of cultural issues in foster and kinship care and adoptive parenting | <i>Page 11</i> |
| Topic 908, PRESERVICE: PRIMARY FAMILIES | <i>Page 12</i> |
| 908-01: Basic understanding of the caregiver's role in working with primary families | <i>Page 12</i> |
| Topic 909, PRESERVICE: PERMANENCY | <i>Page 13</i> |
| 909-01: Basic understanding of the differences between caregiving and adoptive parenting | <i>Page 13</i> |
| 909-02: Basic understanding of common emotional reactions in adoptive families | <i>Page 13</i> |
| 909-03: Basic understanding of children's emotional responses to adoption | <i>Page 13</i> |

PRESERVICE: FOSTER AND KINSHIP CARE AND ADOPTION COMPETENCIES

TOPIC 901

PRESERVICE: CHILD WELFARE SERVICES

Skill Set

901-01: Basic understanding of foster care, adoption, and kinship care

901-02: Basic understanding of child welfare laws, rules, and policies

| Skill Set 901-01: Basic understanding of foster care, adoption, and kinship care | |
|---|---|
| Comp. No. | Competency Description |
| 901-01-001 | Aware of the primary goals of child welfare services and the types of services that can help abused and neglected children and their families |
| 901-01-002 | Aware of the differences between foster care, adoption, and kinship care and the purpose of each type of care in the child welfare system |
| 901-01-003 | Aware of all placement care options and the importance of permanency when considering placement options for children |
| 901-01-004 | Aware of the possible reasons children need placement |
| 901-01-005 | Aware of the types of family situations and problems that can contribute to physical abuse and neglect of children |
| 901-01-006 | Aware of the types of family resources and strengths that can reduce the likelihood of maltreatment |
| 901-01-007 | Aware of juvenile court processes for abused and neglected children |
| 901-02-008 | Aware of the process for investigating allegations about foster care rule violations or maltreatment of children in foster care. |

| Skill Set 901-02: Basic understanding of child welfare laws, rules, and policies | |
|---|---|
| Comp. No. | Competency Description |
| 901-02-001 | Aware of federal and state laws and rules regulating child welfare practice, including foster care rules |
| 901-02-002 | Aware of the legal issues that affect child welfare and foster care practice. This includes confidentiality, liability, reasonable efforts, reunification, and state and agency rules and regulations |
| 901-02-003 | Aware of the state law requiring agencies to give caregivers complete information about foster children |
| 901-02-004 | Aware that caregivers and others who work with children must report abuse and neglect |
| 901-02-005 | Aware of the requirement to report disclosure of sexual abuse to the caseworker |
| 901-02-006 | Aware of state law that prohibits corporal punishment for youth in foster and kinship care homes |
| 901-02-007 | Aware of the need to learn procedures to decrease the risk of spreading |

communicable disease

PRESERVICE: FOSTER AND KINSHIP CARE AND ADOPTION COMPETENCIES

TOPIC: 902

PRESERVICE: THE CHILD PROTECTION TEAM

Skill Set

902-01: Basic understanding of the caregiver's role on the child protection team

SKILL SET: 902-01 Basic understanding of the caregivers' role on the child protection team

| Comp. No. | Competency Description |
|-------------------|---|
| 902-01-001 | Aware of caregiver's role in permanency planning |
| 902-01-002 | Aware of his role as a member of the team serving the child and his family. This includes collaborating with the caseworker, agency staff, and other professionals |
| 902-01-003 | Aware of the importance of sensitivity to cultural differences of all team members serving the child and the child's family |
| 902-01-004 | Aware of the caregiver's role in case planning and case coordination with other team members |
| 902-01-005 | Aware of the importance of involving primary families in case planning, daily decision-making, and other activities to help the child return home |
| 902-01-006 | Aware of the caregiver's role in assuring the children in their care have access to services and activities they need |
| 902-01-007 | Aware of the roles and responsibilities of court personnel. This includes Guardians ad Litem, Court Appointed Special Advocates (CASA), prosecuting attorneys, defense attorneys, judges, referees, and court investigators |
| 902-01-008 | Aware of the roles and responsibilities of other members of the child protection team, including the caseworker, agency staff, and other professionals |

PRESERVICE: FOSTER AND KINSHIP CARE AND ADOPTION COMPETENCIES

TOPIC: 903

PRESERVICE: THE EFFECTS OF MALTREATMENT ON CHILD DEVELOPMENT

Skill Set

903-01: Basic understanding of child development

903-02: Basic understanding of child maltreatment

903-03: Basic understanding of the effects of maltreatment on development

| SKILL SET: 903-01 Basic understanding of child development | |
|---|---|
| Comp. No. | Competency Description |
| 903-01-001 | Aware of the stages of emotional, physical, cognitive, social, and language development in children and teens |
| 903-01-002 | Aware of the principles of development |
| 903-01-003 | Aware of how heredity, environment, and the primary family's culture affect development |
| 903-01-004 | Aware of the importance of attachment for children's development |

| SKILL SET: 903-02 Basic understanding of child maltreatment | |
|--|---|
| Comp. No. | Competency Description |
| 903-02-001 | Aware of the scope and dynamics of neglect and is familiar with indicators |
| 903-02-002 | Aware of the scope and dynamics of physical abuse and is familiar with indicators |
| 903-02-003 | Aware of the scope and dynamics of sexual abuse and is familiar with indicators |
| 903-02-004 | Familiar with the signs of sexual abuse in children |
| 903-02-005 | Familiar with ways that a sexually abused child or teen might interact with caregiving family members |
| 903-02-006 | Aware that children who have sexually abused others may act out sexually |
| 903-02-007 | Aware of the caregiver's responsibility to intervene when there is sexual interaction between children or teens in the home |
| 903-02-008 | Aware of the need to provide a safe environment for the child or teen to talk about sexual abuse |

| Skill Set: 903-03 Basic understanding of the effects of maltreatment on development | |
|--|---|
| Comp. No. | Competency Description |
| 903-03-001 | Aware of specific emotional disturbances that may occur in children associated with abuse and neglect, including sexual abuse |
| 903-03-002 | Aware of stressed attachment that may result from abuse and neglect |
| 903-03-003 | Aware of how children who have been maltreated may be delayed in their ability to regulate their emotions |
| 903-03-004 | Aware of the effects of child abuse, neglect, and sexual abuse on development |
| 903-03-005 | Aware common developmental problems in foster children. These include Fetal Alcohol Spectrum Disorder, Attention Deficit Hyperactivity Disorder, and developmental delays |

PRESERVICE: FOSTER AND KINSHIP CARE AND ADOPTION COMPETENCIES

TOPIC: 904

PRESERVICE: ATTACHMENT, SEPARATION, AND PLACEMENT

Skill Sets

904-01: Basic understanding of how separation and placement affects children

904-02: Basic understanding of how to help children adjust to caregiver's home

| Skill Set: 904-01 Basic understanding of how separation and placement affects children | |
|---|---|
| Comp. No. | Competency Description |
| 904-01-001 | Aware of how healthy attachment develops. Aware of disruptions to the development of healthy attachments |
| 904-01-002 | Aware of the emotional distress and acting out that often results when children are separated from their families |
| 904-01-003 | Aware of how repeated placements may affect a child's emotional, cognitive, and social development and the child's behavior |
| 904-01-004 | Aware of how children may have emotional conflict about going to a foster or kinship home |
| 904-01-005 | Aware of how children's stage of development affects their reactions to out-of-home placement |
| 904-01-006 | Familiar with ways children may be affected by their past experiences and previous placements |

| Skill Set:904-02 Basic understanding of how to help children adjust to caregiver's home | |
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| Comp. No. | Competency Description |
| 904-02-001 | Aware of common emotional reactions to the stress of placement. Aware of ways to help the child handle feelings of sadness, loss, anxiety, and anger |
| 904-02-002 | Aware that negative behaviors may be signs of stress and anxiety |
| 904-02-003 | Aware of the importance of pre-placement visits in helping the child join the caregiver's family |
| 904-02-004 | Familiar with the kinds of information to request from the primary family or previous caregivers |
| 904-02-005 | Aware of ways to decrease the distress of placement |

PRESERVICE: FOSTER AND KINSHIP CARE AND ADOPTION COMPETENCIES

TOPIC: 905

PRESERVICE: BEHAVIOR MANAGEMENT

Skill Sets

905-01: Basic understanding of appropriate disciplinary techniques for children in care

905-02: Basic understanding of how to manage crisis in the foster, kinship, or adoptive home

| Skill Set 905-01: Basic understanding of appropriate disciplinary techniques for children in care | |
|--|--|
| Comp. No. | Competency Description |
| 905-01-001 | Aware of the difference between punishment and discipline |
| 905-01-002 | Aware of the importance of clear and reasonable rules and limits for children |
| 905-01-003 | Aware that limits and rules should be suitable for the child's cultural background and development |
| 905-01-004 | Aware of the reasons children may have negative behavior |
| 905-01-005 | Aware of why corporal punishment is bad for children who have been abused or neglected. Aware that caregivers cannot use corporal punishment |
| 905-01-006 | Familiar with non-physical disciplinary techniques including natural and logical consequences and rewarding positive behavior |
| 905-01-007 | Aware that effective discipline must be specific to each child |
| 905-01-008 | Aware of how the caregiver's or adoptive parent's upbringing affects her ideas about managing behavior |
| 905-01-009 | Aware of the importance of providing structure and predictability for children who have been maltreated |
| 905-01-010 | Aware of methods such as teaching, modeling, coaching, and positive reinforcement to help children develop into productive adults |

| Skill Set 905-02: Basic understanding of how to manage crisis in the foster, kinship, or adoptive home | |
|---|---|
| Comp. No. | Competency Description |
| 905-02-001 | Aware of how highly emotional situations can build into crises for the child, the caregiver, or adoptive parent |
| 905-02-002 | Aware of factors that may trigger extreme emotional reactions in foster, kinship, and adopted children |
| 905-02-003 | Aware of factors that can trigger anger in the caregiver |
| 905-02-004 | Aware of how the caregiver's emotional state may affect his ability to calmly react to the children |
| 905-02-005 | Aware of appropriate and inappropriate ways of expressing anger |
| 905-02-006 | Aware of why it is important to monitor the child's and the caregiver's emotions to avoid a crisis situation |

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| 905-02-007 | Familiar with ways to seek support and help in coping with emotional crises |
| 905-02-008 | Aware of ways to de-escalate possibly dangerous situations and keep everyone in the home safe |
| 905-02-009 | Aware of why it is important to manage a child's emotional crises |
| 905-02-010 | Aware of how the management of child's emotional crises can support children and teach them more effective ways to deal with their emotions |

PRESERVICE: FOSTER AND KINSHIP CARE AND ADOPTION COMPETENCIES

TOPIC: 906

PRESERVICE: PROMOTING PLACEMENT STABILITY

Skill Sets

906-01: Basic understanding of how foster or kinship caregiving and adoptive parenting can affect families

Skill Set: 906-01 Basic understanding of how foster or kinship caregiving and adoptive parenting can affect families.

| Comp. No. | Competency Description |
|-------------------|---|
| 906-01-001 | Aware of the importance for caregivers and adoptive parents to assess their ability to care for abused and neglected children |
| 906-01-002 | Aware of typical stresses involved in foster/adoptive/kinship parenting |
| 906-01-003 | Aware of how caring for maltreated children and teens can affect foster and kinship families |
| 906-01-004 | Familiar with signs of family stress and the effects of stress on caregiver family members |
| 906-01-005 | Aware of the importance of developing support systems to help manage stress and prevent family crisis |
| 906-01-006 | Aware of unrealistic expectations for foster care and adoption that may lead to disappointment |

PRESERVICE: FOSTER AND KINSHIP CARE AND ADOPTION COMPETENCIES

TOPIC: 907

PRESERVICE: CULTURE AND DIVERSITY

Skill Set

907-01: Basic understanding of cultural issues in foster and kinship care and adoptive parenting

| Skill Set: 907-01 Basic understanding of cultural issues in foster and kinship care and adoptive parenting | |
|---|--|
| Comp. No. | Competency Description |
| 907-01-001 | Aware of the difference between culture, race, and ethnicity |
| 907-01-002 | Aware of how values are often similar among cultural groups. Aware of how codes of conduct may be different, even in the same cultural group |
| 907-01-003 | Aware of ways caregivers' cultural point of view affects their relationships with children and birth families whose cultural point of view is different from theirs |
| 907-01-004 | Aware of cultural issues involved in caring for children from other families |
| 907-01-005 | Aware of the importance of understanding the child's culture and incorporating the child's culture into family practices and celebrations |
| 907-01-006 | Aware of ways caregiver's cultural background, values, beliefs, and standards may be different from the child's. Aware of how these differences can affect the adjustment of the child and the caregiving family |
| 907-01-007 | Aware of ways children's behavior reflects the values and codes of conduct of their birth/primary families |
| 907-01-008 | Aware of ways to help children with problems related to cultural issues at school, in the neighborhood, and with social service providers |

PRESERVICE: FOSTER AND KINSHIP CARE AND ADOPTION COMPETENCIES

TOPIC: 908

PRESERVICE: PRIMARY FAMILIES

Skill Set

908-01: Basic understanding of the caregiver's role in working with primary families

| Skill Set: 908-01 Basic understanding of the caregiver's role in working with primary families | |
|---|--|
| Comp. No. | Competency Description |
| 908-01-001 | Aware of the emotional and social outcomes for children who do not have contact with their primary families |
| 908-01-002 | Aware of the importance of helping children have positive relationships with their primary families |
| 908-01-003 | Aware of the importance of supporting children's positive feelings and memories about their primary family members |
| 908-01-004 | Aware of why it is important not to talk in a negative way about the birth family |
| 908-01-005 | Aware of the importance of lifebooks in helping children understand their history |
| 908-01-006 | Aware of the grief process parents experience when their children are placed in care. Aware of behaviors that indicate grieving |

PRESERVICE: FOSTER AND KINSHIP CARE AND ADOPTION COMPETENCIES

TOPIC: 909

PRESERVICE: PERMANENCY

Skill Sets

909-01: Basic understanding of the differences between caregiving and adoptive parenting

909-02: Basic understanding of common emotional reactions in adoptive families

909-03: Basic Understanding of children’s emotional responses to adoption

Skill Set 909-01: Basic understanding of the differences between caregiving and adoptive parenting

| Comp. No. | Competency Description |
|------------------|---|
| 909-01-001 | Aware of adoption subsidies. Aware of how to apply for subsidies and how to appeal a denial |
| 909-01-002 | Aware of resources and supports for adoptive parents after adoption finalization |
| 909-01-003 | Aware of the permanent responsibilities and commitment of adoption |

Skill Set 909-02: Basic understanding of common emotional reactions in adoptive families

| Comp. No. | Competency Description |
|------------------|--|
| 909-02-001 | Familiar with emotional conflicts adoptive parents may have after the adoption |
| 909-02-002 | Familiar with three ways parents respond to differences between parenting adopted children and children born to the family |
| 909-02-003 | Aware of how a child’s emotional issues might impact the long-term adjustment of the family |
| 909-02-004 | Aware of the need for services and resources following an adoption. Aware of how to access the services and resources |

Skill Set: 909-03 Basic understanding of children’s emotional responses to adoption

| Comp. No. | Competency Description |
|------------------|--|
| 909-03-001 | Aware of common emotional issues children have about long-term separation from their birth families. Aware of how these issues may affect the child’s behavior and development |
| 909-03-002 | Aware of situations or events that can trigger emotional reactions regarding adoption for the child |
| 909-03-003 | Aware of the importance of talking with adopted children about their birth families in a way that they can easily understand |
| 909-03-004 | Aware of the importance of talking to other people about the adopted child’s situation in a way that respects the child’s dignity and privacy |