

RELATED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

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RELATED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

Topic 980: CAREGIVER TRAINING ON WRITTEN AND VERBAL COMMUNICATION

Skill Sets:

940-01: Ability to write clear and accurate caregiver reports for the case record

940-02: Ability to verbally communicate with the child's family, agency staff, and community members

| Skill Set 980-01: Ability to write clear and accurate caregiver reports for the case record | |
|--|---|
| Comp. No. | Competency Description |
| 980-01-001 | Knows the kind of reports that caregivers may need to complete |
| 980-01-002 | Knows what information should be included in caregiver reports |
| 980-01-003 | Knows how to record clear and accurate information for case records, documents, reports and court filings |
| 980-01-004 | Can complete well written reports |

| Skill Set 980-02: Ability to verbally communicate with the child's family, agency staff, and community members | |
|---|--|
| Comp. No. | Competency Description |
| 980-02-001 | Knows common barriers to effective communication |
| 980-02-002 | Understands how personal communication styles may affect how people interact with each other |
| 980-02-003 | Understands how a persons' culture, family background, or situation may affect the way they understand verbal messages |
| 980-02-004 | Knows how to adjust verbal communication to the specific persons being addressed |
| 980-02-005 | Knows how to present ideas, and communicate effectively in meetings |
| 980-02-006 | Can effectively communicate ideas and information to children's primary parents, agency staff, and community members |

RELATED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC: 981

CAREGIVER/ADOPTIVE PARENT TRAINING ON CULTURE AND DIVERSITY

Skill Sets:

981-01: Ability to work toward cultural competence

981-02: Ability to understand families from diverse cultures

981-03: Ability to understand issues of refugees or immigrants

| Skill Set 981-01: Ability to work toward cultural competence | |
|---|--|
| Comp. No. | Competency Description |
| 981-01-001 | Understands how one's own cultural background affects one's perspective |
| 981-01-002 | Knows how "ethnocentricity" (assumptions that one's own culture is best) can harm relationships with others |
| 981-01-003 | Understands how discrimination and oppression can impact functioning |
| 981-01-004 | Understands "cultural relativism" and "cultural pluralism" |
| 981-01-005 | Understands how coping strategies vary among cultural groups |
| 981-01-006 | Knows the difference between stereotypes and culturally relevant information; Knows how to individualize members of cultural groups |
| 981-01-007 | Understands personal and institutional bias, discrimination, and racism |
| 981-01-008 | Can relate to individuals in a way that respects their cultures |
| 981-01-009 | Can continue to develop cultural competence as an ongoing process |

| Skill Set 981-02: Ability to understand families from diverse cultures | |
|---|--|
| Comp. No. | Competency Description |
| 981-02-001 | Understands common cultural norms, values, codes of conduct, traditions, and child rearing practices common to many African-American families |
| 981-02-002 | Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many families of Asian heritage |
| 981-02-003 | Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many families of African heritage |
| 981-02-004 | Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many families of Hispanic heritage |
| 981-02-005 | Understands norms, values, codes of conduct, traditions, and child rearing practices common to many families of Native Hawaiian and other Pacific Islanders heritage |
| 981-02-006 | Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many families of Arabic heritage |
| 981-02-007 | Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many families of Western European heritage |

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| 981-02-008 | Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many families of Eastern European heritage |
| 981-02-009 | Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many Muslim families |
| 981-02-010 | Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many Jewish families |
| 981-02-011 | Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many Christian families |
| 981-02-012 | Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many Amish/Mennonite families |
| 981-02-013 | Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many Native American families of various tribal affiliation |
| 981-02-014 | Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many Gay/Lesbian families |
| 981-02-015 | Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many families living in rural areas |
| 981-02-016 | Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many families living in urban areas |
| 981-02-017 | Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many families with developmentally and physically disabled members |
| 981-02-018 | Knows how to obtain information and learn about a family's culture from the families and community leaders of that culture |
| 981-02-019 | Can interact with families in a culturally competent way |

Skill Set 981-03: Ability to understand issues of refugees or immigrants

| Comp. No. | Competency Description |
|------------|--|
| 981-03-001 | Understands problems of families who have recently immigrated or who are refugees |
| 981-03-002 | Understands how other countries may define abuse and neglect differently |
| 981-03-003 | Understands "acculturation" and how parents may not want their children "Americanized" |
| 981-03-004 | Understands how oppression and illegal immigration status may affect families |
| 981-03-005 | Knows how to help parents balance their children's cultural heritage with American culture |
| 981-03-006 | Knows how to communicate effectively when using an interpreter for American Sign Language or a language other than English |
| 981-03-007 | Knows how to link immigrant or refugee families with services |
| 981-03-008 | Can relate to families who are immigrants or refugees in a caring and sensitive manner |

RELATED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC: 983

CAREGIVER/ADOPTIVE PARENT TRAINING ON DEVELOPMENTAL DISORDERS

Skill Sets:

983-01: Ability to provide care to children with developmental disorders

983-02: Ability to obtain assessments, treatment, and services for children who have developmental disorders

983-03: Ability to identify developmental disabilities in adults

983-04: Ability to support parents with developmental problems

| Skill Set 983-01: Ability to provide care to children with developmental disorders | |
|---|--|
| Comp. No. | Competency Description |
| 983-01-001 | Knows the nature, causes, symptoms, and treatment of <i>mental retardation</i> . Knows how to care for children with mental retardation in the caregiving home |
| 983-01-002 | Knows symptoms, prognosis, medical treatment, and home care needed for children with <i>Shaken Baby Syndrome</i> |
| 983-01-003 | Knows the nature, causes, symptoms, and treatment for <i>seizure disorders</i> . Knows how to care for children with seizure disorders in the caregiving home |
| 983-01-004 | Knows the nature, causes, symptoms, and treatment of <i>autism spectrum disorder</i> . Knows how to care for children with autism spectrum disorder in the caregiving home |
| 983-01-005 | Knows the nature, causes, symptoms, and treatment of <i>spina bifida</i> . Knows how to care for children with spina bifida in the caregiving home |
| 983-01-006 | Knows the nature, causes, symptoms, and treatment of <i>Down syndrome</i> . Knows how to care for children with Down syndrome in the caregiving home |
| 983-01-007 | Knows the nature, causes, symptoms, and treatment for <i>attention deficit disorder</i> . Knows how to care for children with attention deficit disorder in the foster/kinship/adoptive home |
| 983-01-008 | Knows the nature, causes, symptoms, and treatment for <i>fetal alcohol spectrum disorder</i> . Knows how to care for children with fetal alcohol spectrum disorder in the caregiving home |
| 983-01-009 | Knows the nature, causes, symptoms, and treatment for <i>prenatal drug exposure</i> . Knows how to care for children with prenatal drug exposure in the caregiving home |
| 983-01-010 | Can identify signs and symptoms of possible developmental delay or disability in children |
| 983-01-011 | Can provide care for children with developmental disabilities in the caregiving home to help them achieve their highest possible level of functioning |

| Skill Set 983-02: Ability to obtain assessments, treatment, and services for children who have developmental disorders | |
|---|--|
| Comp. No. | Competency Description |
| 983-02-001 | Aware of negative stereotypes and mistaken beliefs about developmental disabilities. Knows how children may not be able to receive services they need because of these attitudes |
| 983-02-002 | Understands the stress in caring for a child with disabilities. Knows how to seek support, education, financial help, and respite services for family members |
| 983-02-003 | Knows social, developmental, and recreational services in the community for children with developmental disabilities |
| 983-02-004 | Knows how to work with the caseworker to obtain assessments for children who appear to have developmental delays or disabilities |
| 983-02-005 | Can work with local services to obtain assessments, treatment, and equipment and support for children with special needs |

| Skill Set 983-03: Ability to identify developmental disabilities in adults | |
|---|--|
| Comp. No. | Competency Description |
| 983-03-001 | Knows characteristics of <i>intellectual deficits and learning disabilities</i> in adults. Knows how they affect ability to function and care for children |
| 983-03-002 | Knows characteristics of <i>seizure disorders</i> in adults. Knows how they affect ability to function and care for children |
| 983-03-003 | Knows characteristics of <i>cerebral palsy</i> in adults. Knows how it affects ability to function and care for children |
| 983-03-004 | Knows characteristics of <i>fetal alcohol spectrum disorder</i> in adults. Knows how it affects ability to function and care for children |
| 983-03-005 | Knows characteristics of <i>attention deficit hyperactivity disorder</i> in adults. Knows how it affects ability to function and care for children |
| 983-03-006 | Can identify when parents may have a developmental disability |

| Skill Set 983-04: Ability to support parents with developmental problems | |
|---|---|
| Comp. No. | Competency Description |
| 983-04-001 | Knows common services for adults with developmental problems |
| 983-04-002 | Understands how misunderstandings about development disorders could impact service to adults with those problems |
| 983-04-003 | Can help parents with developmental disorders see their strengths and build supports |
| 983-04-004 | Can help parents with developmental disorders keep in touch with their children permanently placed outside their home |

RELATED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC: 984

CAREGIVER/ADOPTIVE PARENT TRAINING ON COMMUNITY VIOLENCE, GANGS, AND CULTS

Skill Set:

984-01: Ability to care for youth who are involved in gangs or cults

| Skill Set 984-01: Ability to care for youth who are involved in gangs or cults | |
|---|---|
| Comp. No. | Competency Description |
| 984-01-001 | Aware of various gangs in the community. Knows how they recruit and initiate new members, how they operate, and their signs and symbols |
| 984-01-002 | Aware of various religious and satanic cults in the community. Knows how they recruit and initiate new members, how they operate, and their signs and symbols |
| 984-01-003 | Understands how gangs and cults may be attractive to youth who have been abused, neglected, and placed in substitute care |
| 984-01-004 | Understands the potential harm of gang membership |
| 984-01-005 | Understands the potential harm of being involved in a cult |
| 984-01-006 | Understands the stages of the youth's involvement and commitment to gangs |
| 984-01-007 | Understands the stages of the youth's involvement and commitment to cults |
| 984-01-008 | Knows how to determine if a youth is involved with a cult |
| 984-01-009 | Knows how to determine if a youth is involved with a gang |
| 984-01-010 | Knows typical interventions for youth involved in gangs or cults and knows how to support those interventions |
| 984-01-011 | Can identify when a youth may be involved with a gang or cult and can obtain help for the youth |

RELATED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC: 985

CAREGIVER/ADOPTIVE PARENT TRAINING ON HUMAN SEXUALITY

Skill Sets:

985-01: Ability to help children and adolescents with the development of a healthy sexual identity

| Skill Set 985-01: Ability to help children and adolescents with the development of a healthy sexual identity | |
|---|--|
| Comp. No. | Competency Description |
| 985-01-001 | Understands the importance of love, affection and sexuality throughout a person's life |
| 985-01-002 | Knows information about sexually transmitted diseases, birth control, prenatal care, and abortion. Knows resources for helping talk with their children about these issues |
| 985-01-003 | Knows resources for information and support on issues of sexual identity |
| 985-01-004 | Understands the development of sexual identity and gender roles |
| 985-01-005 | Understands the diversity of values and beliefs regarding sexual identity. Knows the impact of personal reactions, bias and values regarding sexual identity |
| 985-01-006 | Understands issues related to people who are gay, lesbian, bisexual, transgendered, or questioning |
| 985-01-007 | Understands issues for children whose parents are gay, lesbian, bisexual or transgendered |
| 985-01-008 | Knows ways to help children and adolescents cope with issues and problems related to development of a healthy sexual identity |
| 985-01-009 | Can talk with children and adolescents about sexual identity |
| 985-01-010 | Can help youth and birth parents resolve issues related to the child's sexual identity |
| 985-01-011 | Can help children resolve issues related to their parents' sexual identity |

RELATED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC: 987

EFFECTS OF ADOPTIVE PARENTING AND CAREGIVING ON FAMILIES WITH DIVERSE STRUCTURES

Skill Sets:

987-01: Ability to manage caregiving/adoptive parenting as a single parent

987-02: Ability to manage roles of parent and spouse/partner

| Skill Set 987-01: Ability to manage caregiving/adoptive parenting as a single parent | |
|---|--|
| Comp. No. | Competency Description |
| 987-01-001 | Understands social, emotional, and financial challenges experienced by single caregivers/adoptive parents. Knows ways to manage these challenges |
| 987-01-002 | Understands the importance of providing children with adult role models of both genders |
| 987-01-003 | Understands the challenges in managing household and child care tasks as a single caregiver/adoptive parent. Knows ways to manage these challenges |
| 987-01-004 | Knows how to balance the needs of the single caregiver/adoptive parent with the needs of the child |
| 987-01-005 | Knows how to assess one's ability to cope with the demands of single parenthood. Knows how to access respite care when needed |
| 987-01-006 | Can help the child develop a positive relationship with an adult of the opposite gender from the caregiver/adoptive parent |
| 987-01-007 | Can build a personal support system among extended family, friends, the agency, parenting support groups, and community organizations |

| Skill Set 987-02: Ability to manage roles of parent and spouse/partner | |
|---|--|
| Comp. No. | Competency Description |
| 987-02-001 | Understands how caregiving/adoption could produce challenges in the adults' relationship. Knows how to help keep the relationship strong |

RELATED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC: 988

CAREGIVER/ADOPTIVE PARENT TRAINING ON SUBSTANCE ABUSE

Skill Sets:

988-01: Ability to recognize signs of alcohol and drug abuse

988-02: Ability to work with parents who abuse drugs or alcohol

988-03: Ability to provide care to children who abuse drugs or alcohol

| Skill Set 988-01: Ability to recognize signs of alcohol and drug abuse | |
|---|---|
| Comp. No. | Competency Description |
| 988-01-001 | Knows signs of abuse of alcohol, stimulants, hallucinogens, depressants, tranquilizers, methamphetamine, and crack/cocaine, prescription, street, or “club” drugs |
| 988-01-002 | Knows factors that can lead to drug and alcohol abuse |
| 988-01-003 | Knows cultural issues involved in assessing and treating substance abuse |
| 988-01-004 | Knows substance abuse assessment and treatment resources in the community |
| 988-01-005 | Knows how substance abuse can progress without treatment |
| 988-01-006 | Understands the legal issues involved in substance abuse |
| 988-01-007 | Knows health and medical problems that can occur as a result of abusing drugs and alcohol |
| 988-01-008 | Knows how to recognize the different stages of substance abuse |
| 988-01-009 | Can recognize street and prescription drugs and drug paraphernalia |
| 988-01-010 | Can recognize symptoms of drug and alcohol abuse in children and adults |
| 988-01-011 | Can obtain needed help for a child abusing drugs or alcohol |

| Skill Set 988-02: Ability to work with parents who abuse drugs or alcohol | |
|--|--|
| Comp. No. | Competency Description |
| 988-02-001 | Understands how substance abuse by parents can affect their ability to safely care for their children |
| 988-02-002 | Knows the purpose of substance abuse treatment plans. Understands the parent’s treatment plan |
| 988-02-003 | Understands why adults may relapse after treatment for substance abuse. Knows how to support them returning to treatment |
| 988-02-004 | Knows how to protect children if parents abuse drugs or alcohol |
| 988-02-005 | Knows how to respond when a parent who is under the influence of alcohol or drugs arrives for visit with a child in care |

| | |
|-------------------|---|
| 988-02-006 | Can collaborate with treatment resources to help parents who abuse drugs or alcohol |
| 988-02-007 | Can support the parent's efforts to renew drug or alcohol treatment when relapse occurs |

| Skill Set 988-03: Ability to provide care to children who abuse drugs or alcohol | |
|---|--|
| Comp. No. | Competency Description |
| 988-03-001 | Knows treatment resources in the community for children who abuse alcohol or drugs, and understands the types of treatment available |
| 988-03-002 | Knows how to prepare children for drug or alcohol treatment |
| 988-03-003 | Understands the limits of treatment for children who abuse alcohol or drugs. Knows the importance of involving the whole family to support the child's treatment |
| 988-03-004 | Understands the reasons why children may abuse drugs and alcohol |
| 988-03-005 | Knows resources to help family members cope with the child who abuses drugs or alcohol |
| 988-03-006 | Understands ways to help children stay drug and alcohol free, including using sponsors for support |
| 988-03-007 | Knows how to avoid enabling children who are abusing substances to deny their addiction and resist treatment. Knows how to reduce the child's resistance |
| 988-03-008 | Can help coordinate services and treatment, keep track of progress, and support the child's treatment for alcohol or drug abuse |

RELATED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC: 989

SELF-CARE FOR CAREGIVERS AND ADOPTIVE PARENTS

Skill Sets:

989-01: Ability to organize time to complete caregiver tasks

989-02: Ability to take care of the personal stress often found with caregiving

| Skill Set 989-01: Ability to organize time to complete caregiver tasks | |
|---|---|
| Comp. No. | Competency Description |
| 989-01-001 | Understands the importance of creating a calm and organized home in reducing stress for the child in care |
| 989-01-002 | Knows the importance of planning activities to make the best use of time |
| 989-01-003 | Knows how to set priorities by considering the importance and urgency of tasks |
| 989-01-004 | Can plan, organize and manage caregiving family life |

| Skill Set 989-02: Ability to take care of the personal stress often found with caregiving | |
|--|---|
| Comp. No. | Competency Description |
| 989-02-001 | Knows common sources of stress for caregivers |
| 989-02-002 | Understands the stress involved in the stages of foster caregiver development |
| 989-02-003 | Understands the signs and symptoms of stress. Understands what happens when stress is not managed |
| 989-02-004 | Understands the caregiver's need to seek help for managing stress |
| 989-02-005 | Knows ways to manage personal stress at each stage of foster caregiver development |
| 989-02-006 | Knows how to find agency and community-based resources to help in managing stress |
| 989-02-007 | Can recognize signs of personal stress and use helpful coping skills and time management methods to reduce caregiver stress |

RELATED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC: 990 CAREGIVER/ADOPTIVE PARENT TRAINING ON HEALTH ISSUES

Skill Sets:

990-01: Ability to recognize illnesses or conditions in children

990-02: Ability to care for children with an illness or medical condition

990-03: Ability to help children and adolescents obtain treatment for Sexually Transmitted Infections (STI's)

Skill Set 990-01: Ability to recognize illnesses or conditions in children

| Comp. No. | Competency Description |
|-------------------|--|
| 990-01-001 | Knows health, hygienic, and nutritional practices that prevent or reduce the likelihood of illness in children |
| 990-01-002 | Knows immunization and other well-child routine health care |
| 990-01-003 | Can identify signs and symptoms of illness and contagious conditions |

Skill Set 990-02: Ability to care for children with an illness or medical condition

| Comp. No. | Competency Description |
|-------------------|--|
| 990-02-001 | Knows importance of following medical advice and giving medications as prescribed |
| 990-02-002 | Knows agency procedures for preventive, regular, acute, and emergency health care for children at different developmental stages |
| 990-02-003 | Knows CPR and basic first aid |
| 990-02-004 | Knows what to do if medication appears have an adverse effect on the child |
| 990-02-005 | Knows health issues involved in adolescent pregnancies |
| 990-02-006 | Knows when to seek professional counseling for a child with an illness or medical condition |
| 990-02-007 | Can follow medical procedures for care of children at home |
| 990-02-008 | Can help a child with an illness or medical condition talk about feelings and concerns |
| 990-02-009 | Can tell agency and medical staff about children's illnesses. Can write reports about illnesses and keep medical documents |

| Skill Set 990-03: Ability to help children and adolescents obtain treatment for Sexually Transmitted Infections (STI's) | |
|--|--|
| Comp. No. | Competency Description |
| 990-03-001 | Understands issues related to sexually transmitted infections including HIV/AIDS |
| 990-03-002 | Knows the signs and symptoms of HIV/AIDS, stages of treatment, medications, and risk of contagion |
| 990-03-003 | Knows signs and symptoms of common STI's. Knows how to coordinate and support treatment |
| 990-03-004 | Knows how to help parents and children resolve conflicts related to a sexually transmitted infection, knows how one's own values and feelings might be triggered by a child's sexually transmitted infection |
| 990-03-005 | Can help a child or adolescent get medical care for a sexually transmitted infection. Can support them through the treatment |

RELATED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC: 991

CAREGIVER/ADOPTIVE PARENT TRAINING ON TRAUMA

[In Development](#)

RELATED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC: 993

CAREGIVER/ADOPTIVE PARENT TRAINING ON DOMESTIC AND FAMILY VIOLENCE

Skill Set:

993-01: Ability to recognize the signs and impact of domestic violence

| Skill Set 993-01: Ability to recognize the signs and impact of domestic violence | |
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| Comp. No. | Competency Description |
| 993-01-001 | Knows types and characteristics of domestic and family violence |
| 993-01-002 | Knows factors and issues that contribute to domestic violence |
| 993-01-003 | Knows the signs of domestic violence in a family |
| 993-01-004 | Knows the cultural factors involved in domestic violence |
| 993-01-005 | Understands the cycle of domestic violence |
| 993-01-006 | Understands emotional, social, and financial issues for the perpetrator, the adult victims, and children in the family |
| 993-01-007 | Understands control tactics used by perpetrators of domestic violence Understands protective strategies used by victims |
| 993-01-008 | Understands how violence in the home can affect children |
| 993-01-009 | Understands how personal or cultural feelings about domestic violence can affect work with family members. Knows how to deal with personal feelings |
| 993-01-010 | Understands the components of safety plans for victims of domestic violence |
| 993-01-011 | Understands dilemmas in working towards reunification in families where there is domestic violence |
| 993-01-012 | Knows ways to support victims and children when there is domestic violence in their homes |
| 993-01-013 | Knows how to teach and model non-violent relationships to children in their care |
| 993-01-014 | Can help children discuss their feelings about violence in their families. Can help them understand violence in their families |
| 993-01-015 | Can cooperate with therapists in helping children address emotional conflicts and issues related to violence in their families |
| 993-01-016 | Can help arrange visits with family members to ensure safety |
| 993-01-017 | Can identify possible domestic violence situations. Knows how and when to report it to the agency or law enforcement |

RELATED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC: 994

CAREGIVER/ADOPTIVE PARENT TRAINING MEETING CHILDREN'S EDUCATIONAL NEEDS

Skill Sets:

994-01: Ability to support children in regular school settings

994-02: Ability to advocate for child's fair treatment in school

994-03: Ability to help the child cope with the stresses of school and encourage continued education

994-04: Ability to ensure children in care receive special educational programs, services, and accommodations, as needed

994-05: Ability to help teens apply to colleges or universities

Skill Set 994-01: Ability to support children in regular school settings

| Comp. No. | Competency Description |
|------------------|--|
| 994-01-001 | Knows why it is important to involve primary parents in educational planning for children in care |
| 994-01-002 | Understands which information regarding the child's situation should be shared with school staff |
| 994-01-003 | Knows the importance of developing good working relationships with school administrators and staff members. Knows how to develop those relationships |
| 994-01-004 | Understands why it is important to know and follow school policies and procedures |
| 994-01-005 | Knows the range of educational and vocational programs and schools available to children. Knows how to select the best school or school program based on the child's abilities, talents, or special interests |
| 994-01-006 | Knows why it is important that children in care have opportunities for involvement in school activities. Knows resources and how to advocate so children can obtain sports equipment, special clothing or other items needed for the child |
| 994-01-007 | Can collaborate with school personnel to support child's education |

Skill Set 994-02: Ability to advocate for child's fair treatment in school

| Comp. No. | Competency Description |
|------------------|---|
| 994-02-001 | Knows procedures for disciplinary actions in schools and vocational programs |
| 994-02-002 | Knows rights of children in care for due process, equal treatment, and privacy in regards to discipline. Knows how the school should protect these rights |
| 994-02-003 | Knows how to advocate for appropriate discipline in schools and vocational programs |
| 994-02-004 | Knows how to work with school staff to develop a plan to solve school-related problems |

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| 994-02-005 | Knows how to work with teachers and other school staff to find out the causes for a child's school-related problems |
| 994-02-006 | Knows signs that school or vocational program personnel may be stereotyping a child from a caregiving/adoptive home, or singling out the child for various types of discrimination |
| 994-02-007 | Knows steps to take if school or vocational program staff are being unfair to a child in care, or treating the child differently from other children in the classroom |
| 994-02-008 | Can ensure that children receive fair discipline in school and vocational programs |

Skill Set 994-03: Ability to help the child cope with the stresses of school and encourage continued education

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|------------|---|
| 994-03-001 | Knows how to prepare kindergartners/first graders for school and help them adjust to attending school |
| 994-03-002 | Knows how to help newly placed children adjust to attending a new school |
| 994-03-003 | Knows common fears and anxieties children in care have when entering a new school. Knows how to help children reduce those fears |
| 994-03-004 | Knows how to encourage a foster/adopted child to do well in their school or vocational program without having expectations that are too high for the child. Understands the importance of not comparing the child to other children |
| 994-03-005 | Understands how some school assignments related to family history or background may be difficult for children in care. Knows how to help the teacher make accommodations in the assignment for those children |
| 994-03-006 | Knows how to help a child in care who is behind in school or vocational program, or having difficulty with specific school subjects. Knows how to obtain individual help or tutoring to help the child catch up |
| 994-03-007 | Can work with school or vocational program staff and primary parents to help the child be successful in school both socially and academically |

Skill Set 994-04: Ability to ensure children in care receive special educational programs, services, and accommodations, as needed

| Comp. No. | Competency Description |
|------------|--|
| 994-04-001 | Understands the importance of assessment, diagnosis, and special education services for children with special needs |
| 994-04-002 | Understands how special needs such as mental retardation, learning disabilities, emotional, behavioral and thought disorders, and developmental and physical disabilities may affect the foster/adoptive child in school, both academically and socially |
| 994-04-003 | Knows federal law requiring special educational services and accommodations for students who have special needs |
| 994-04-004 | Understands the role of certified Surrogate Parents in participating in Individual Educational Plan (IEP) conferences for children |

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| 994-04-005 | Knows special educational services and accommodations that students with special needs may receive from schools and knows how to advocate for these services |
| 994-04-006 | Understands the importance of developing Individual Educational Plans, 504 Plans, and Transitional Plans for children with special educational needs. Knows how to participate in developing those plans |
| 994-04-007 | Knows how to work with the caseworker and primary parent to ensure assessment and appropriate school programs, services, or accommodations for children with special needs |
| 994-04-008 | Knows the criteria that qualify children and young adults with mental retardation or developmental disabilities for vocational programs. Knows how enroll children in these programs and help young adults apply for these programs |
| 994-04-009 | Understands roles and responsibilities of staff in schools and vocational programs. Knows how to enlist the help of staff members to obtain services |
| 994-04-010 | Knows how to follow school district procedures related to the “chain of command” to assure needed educationally programs, services, interventions, and fair discipline for children in care |
| 994-04-011 | Knows how to intervene when a school or vocational program placement appears detrimental to the child |
| 994-04-012 | Knows how to help school or vocational program personnel follow a therapist’s plan to manage foster/adopt children’s difficult behaviors in school. Knows how to ensure a consistent approach to behavior management at home and at school |
| 994-04-013 | Knows how Individual Family Service Plans for children under age three and Individual Educational Plans for children over age three are used. Knows how to advocate for and participate in the development of these plans |
| 994-04-014 | Can work with school or vocational program staff to ensure that all special services, accommodations and treatments are implemented for the child in care |

| Skill Set 994-05: Ability to help teens apply to colleges or universities | |
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| Comp. No. | Competency Description |
| 994-05-001 | Knows common barriers in foster children attending college. Knows how to overcome those barriers |
| 994-05-002 | Knows federal funding for foster children to attend college. Knows additional types of financial aid for college. Knows how to help children apply for financial aid |
| 994-05-003 | Knows resources for college students who have learning disabilities |
| 994-05-004 | Knows factors to consider when helping a child in care choose a college |
| 994-05-005 | Knows how to help a child in care complete college essays and other application materials. Knows how to conduct college visits |
| 994-05-006 | Can assist children in care to apply to colleges, choose the right college for them, and apply for financial aid |
| 994-05-007 | Can advocate that children with learning disabilities receive assistance in college |

RELATED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

TOPIC: 995

CAREGIVER/ADOPTIVE PARENT TRAINING ON MENTAL HEALTH PROBLEMS

Skill Sets:

995-01: Ability to provide care to children with emotional, behavioral, or thought disorders

995-02: Ability to recognize and respond to indicators of mental health problems in children

995-03: Ability to provide a therapeutic environment for children with mental health problems

995-04: Ability to identify mental health problems in adults

995-05: Ability to provide a therapeutic environment for children with mental health problems

Skill Set 995-01: Ability to provide care to children with emotional, behavioral, or thought disorders

| Comp. No. | Competency Description |
|------------------|--|
| 995-01-001 | Knows how to advocate for and support mental health services for children who have emotional, behavioral, or thought disorders |
| 995-01-002 | Knows how to provide care for children with mental health problems |
| 995-01-003 | Knows signs and symptoms of suicide or other self-injuring behavior. Knows when to obtain emergency treatment for the child |
| 995-01-004 | Knows the importance of giving medicine as prescribed to children with emotional, behavioral, or thought disorders. Knows when to report side effects to the worker and doctor |
| 995-01-005 | Understands possible side effects of medicine used for emotional, behavioral, or thought disorders in children. Knows situations in which they should not be used |
| 995-01-006 | Knows how to obtain emergency mental health services. Knows how to support the child through the crisis intervention process |
| 995-01-007 | Can appropriately support and care for a child with a mental health disorder |

Skill Set 995-02: Ability to recognize and respond to indicators of mental health problems in children

| Comp. No. | Competency Description |
|------------------|--|
| 995-02-001 | Knows signs and symptoms of mood disorders (depression, bi-polar disorder) and how they may affect children's functioning |
| 995-02-002 | Knows signs and symptoms of psychotic disorders (schizophrenia) and how they may affect children's functioning |
| 995-02-003 | Knows signs and symptoms of adjustment disorders and how they may affect children's functioning |
| 995-02-004 | Knows signs and symptoms of personality disorders (anti-social, paranoid, narcissistic, histrionic) and how they may affect children's functioning |

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| 995-02-005 | Knows signs and symptoms of disruptive behavior disorders (attention deficit/hyperactivity disorder, oppositional defiant disorder, conduct disorder), and how these problems may affect children's functioning |
| 995-02-006 | Knows signs and symptoms of dissociative disorders and how they may affect children's functioning |
| 995-02-007 | Knows signs and symptoms of attachment problems, including reactive attachment disorder and how they may affect children's functioning |
| 995-02-008 | Knows signs and symptoms of anxiety disorders (post-traumatic stress, and obsessive-compulsive disorder) in children, and how they may affect children's functioning |
| 995-02-009 | Knows signs and symptoms of eating disorders and how they may affect children's functioning |
| 995-02-010 | Knows signs and symptoms of sleep disorders and how they may affect children's functioning |
| 995-02-011 | Can recognize signs and symptoms of emotional, behavioral, or thought disorders in children. Can report concerns to the caseworker, support treatment, and provide care for the child |

Skill Set: 995-03 Ability to provide a therapeutic environment for children with mental health problems

| Comp. No. | Competency Description |
|------------|---|
| 995-03-001 | Knows strategies to deal with behavioral indicators of specific mental health disorders |
| 995-03-002 | Understands situations that may trigger children's anxiety or fear |
| 995-03-003 | Knows how to help children discuss and resolve their feelings |
| 995-03-004 | Understands the counseling process for children with mental health-problems. Knows how to work with the child's counselor and teachers to develop and use intervention strategies for related problem behaviors |
| 995-03-005 | Knows how to use play, art, music, and games to help children communicate their feelings and concerns. Knows how to report information from the therapeutic play to the caseworker or therapist |
| 995-03-006 | Knows local resources where children can participate in social and recreational activities. Knows how the activities can help children with mental health problems |
| 995-03-007 | Knows when and how to use respite care when caring for children with mental health problems |
| 995-03-008 | Can follow directions of caseworker or counselor to help children with mental health problems in the caregiver home. Can report progress to the worker |
| 995-03-009 | Can help children receive services they need for their mental health problems |

Skill Set 995-04: Ability to identify mental health problems in adults

| Comp. No. | Competency Description |
|------------|---|
| 995-04-001 | Knows characteristics of mood disorders (depressions, bi-polar disorder) in adults. Knows how they affect ability to function and care for children |

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| 995-04-002 | Knows characteristics of schizophrenia and other psychoses in adults. Knows how they affect ability to function and care for children |
| 995-04-003 | Knows characteristics of adjustment disorders in adults. Knows how they affect ability to function and care for children |
| 995-04-004 | Knows characteristics of personality disorders (borderline, paranoia) in adults. Knows how they affect ability to function and care for children |
| 995-04-005 | Knows characteristics of oppositional-defiant and conduct disorders in adults. Knows how they affect ability to function and care for children |
| 995-04-006 | Knows characteristics of self-injurious behavior in adults. Knows how it affects ability to function and care for children |
| 995-04-007 | Knows characteristics of dissociative disorders in adults. Knows how they affect ability to function and care for children |
| 995-04-008 | Knows characteristics of Munchausen-by-proxy disorder in adults. Knows how it affects ability to function and care for children |
| 995-04-009 | Knows characteristics of anxiety disorders (post-traumatic stress disorder, obsessive-compulsive disorder) in adults. Knows how they affect ability to function and care for children |
| 995-04-010 | Knows characteristics of eating disorders in adults. Knows how they affect ability to function and care for children |
| 995-04-011 | Understands how having more than one disorder or a disorder in addition to substance abuse affects parenting and treatment |
| 995-04-012 | Can identify when parents may have mental health problems |

| Skill Set 995-05: Ability to support parents with behavioral, emotional or developmental problems | |
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| Comp. No. | Competency Description |
| 995-05-001 | Knows the treatment and other services for adults with mental health problems. Knows how to support treatment when working with the parent |
| 995-05-002 | Knows common medications used to treat mental health problems in adults. Knows their side effects, risks and effectiveness |
| 995-05-003 | Understands how misunderstandings about mental health problems could impact working with adults with those problems |
| 995-05-004 | Knows signs of a psychiatric emergency in adults. Knows how to get emergency psychiatric services |
| 995-05-005 | Knows how a mental health problem could result in the person becoming violent. Knows how to recognize situations that may become dangerous |
| 995-05-006 | Can help parents with mental health problems recognize the signs of relapse. Can help parents get assistance, if needed |
| 995-05-007 | Can help parents with mental health problems see their strengths and build supports |
| 995-05-008 | Can help parents with mental health problems keep in touch with their children permanently placed outside their home |