



CAPMIS

Meeting the Goals of Safety, Permanence, and Well-Being

Ohio is moving forward with a new assessment process for child welfare workers. The Comprehensive Assessment Planning Model – Interim Solution (CAPMIS), is a new way of guiding casework process and assessments to meet the goals of safety, permanence, and well-being for children.

CAPMIS contains a “tool box” of seven distinct tools for caseworkers to use at every major case decision point, including:

Safety Assessment: While caseworkers should always assess safety at every family contact, this assessment considers active safety threats, protective capacities of caretakers, and child vulnerability to help make the decision about whether children are safe, need some

type of intervention to keep them safe (a safety plan), or must be legally removed.

Family Assessment (including the actuarial risk assessment): Family Assessment includes a review of safety, a strengths and needs assessment, an actuarial risk assessment, and a case decision matrix (based on risk level and case disposition) to determine if a case should be opened for service. Two important points: First, the assessment of strengths and needs becomes the basis for the case plan and will focus on those services that address the specific family’s contributors to child maltreatment. Secondly, the actuarial risk assessment is a researched-based technology to help caseworkers classify, as accurately and consistently as possible, child

maltreatment cases based on the probability or likelihood of a future incident of serious child maltreatment, based on the family’s current configuration, characteristics, and situation. While the actuarial risk assessment is not predictive, caseworkers can use specific pieces of information to reliably classify families into risk levels and target services to those families at higher risk.

Case Review: Completed every 90 days, the Case Review guides decisions around case plan progress by re-evaluating safety, case plan services, and risk assessment to determine if the case should remain open.

Semiannual Administrative Review (SAR): This review occurs at 180 days to evaluate visitation between caretakers and their children in placement, any changes in placement, and permanency issues.

Reunification Assessment: If reunification is being considered, this assessment evaluates the readiness of children and caretakers for reunification, and evaluates

the safety of the home for the children’s return.

Ongoing Investigation Assessment: This assessment is completed when there is a referral on an active case and includes a re-evaluation of safety, a risk reassessment, and a determination about services or amendments needed in the case plan.

Specialized Investigation Assessment: All third-party investigations include a specialized investigation assessment to meet all state requirements.

CAPMIS tools help caseworkers gather clear and concise information to guide decisions throughout the life of a case. All child welfare staff will be trained on CAPMIS between September 2006 and May 2007 in conjunction with the rollout of the Statewide Automated Child Welfare Information System (SACWIS).

More detailed information will be posted on the OCWTP website; or contact Nan Beeler at nbeeler@ihs-trainet.com.

COMPETENCIES:

What Trainers Need to Know: A Two-Part Series

Competencies (kom/pi ten ses), n

1. statements of knowledge and skill needed to perform job tasks that form the foundation of the Ohio Child Welfare Training Program's competency-based in-service training system.

The Ohio Child Welfare Training Program (OCWTP) is a comprehensive competency-based in-service training system. Although competencies form the foundation of all that we do, it's easy to lose sight of them in our day-to-day endeavors. This is the first of two articles explaining how competencies are used in the OCWTP. This first article shows how Regional Training Centers (RTCs) and the Institute for Human Services (IHS) work with trainers to select and develop workshops offered by the OCWTP. In the next Common Ground, part two of this article will describe how trainers can apply principles of adult learning in using competencies to develop workshop curricula.

Using Competencies in Planning Workshops

In Ohio, caseworkers and supervisors/managers are required to complete an Individual Training Needs Assessment (ITNA) every two years. OCWTP formats competencies into the (ITNA) - the instrument and process that identifies and prioritizes the individual training needs of targeted staff. RTC and IHS staff analyze the ITNA data to plan regional and statewide training calendars.

Competencies are also used by RTC coordinators and trainers to tailor workshop outlines to meet the specific competency needs of staff in the region. Using trainers who are content experts in their field enables RTC coordinators to negotiate

workshop outlines for "more of this," "less of that," or "more application here," as needed to meet regional training needs. For example, the following three statements, made by RTC coordinators, illustrate the use of competencies to address prioritized content:

This workshop does not need two hours on the impact of abuse on child development. Caseworkers receive this content in one of their Core Modules.

The content you have planned for early afternoon matches needed competencies for our region; please spend more time on this content, and be sure to include exercises that will help them apply it to their work.

Can you also add a section on how to do this work with adolescents? Our ITNA data shows that staff need to enhance this skill.

Here are tips on how trainers can participate more fully in this competency-based training process:

Become familiar with competencies in the content area you train. The Universe of Competencies for caseworkers and for supervisors and managers can be located on the OCWTP website at www.ocwtp.com.

Talk to IHS and RTC staff to learn which competencies in your content area address priority training needs.

When contacted to train, ask the RTC which competencies are to be addressed and determine specific content needs for their region.

OUR NEW LOOK

As our most important asset, we want to make sure trainers have the information needed to provide Ohio with the best child welfare training possible. As a result, we have developed the trainer Listserv, launched June 2006, as a communication tool. We have also streamlined **Common Ground** . . . notice our new masthead and more readable typeface.

Common Ground will also feature APPLAUSE AND RECOGNITION, letting you know about trainer accomplishments; T2 TRAINER TIPS, including resources, ideas, and tips to enhance training; the MEPA CORNER, featuring MEPA-related questions raised in trainings along with answers from ODJFS; the familiar column HOLD THESE DATES, listing trainer events, meetings and upcoming Training; and REGIONAL NEWS, featuring updates and announcements from the regional training centers.

We are a Forum AND We Want to Hear From You

As the masthead states, **Common Ground** is a forum for sharing ideas, opinions, and innovations in child welfare training. Editors encourage your feedback on the new look as well as any columns or featured articles you want to have included.

Feeling really ambitious? We welcome guest authors and articles. Please submit feedback and ideas to Susan Yingling at syingling@ihs-trainet.com, or if you wish to discuss the idea for an article, call Susan at 614-251-6000.

For additional information about the newly instituted Listserv contact Kelley Gruber at kgruber@ihs-trainet.com.

APPLAUSE AND RECOGNITION

Common Ground is proud to report on the many accomplishments of the OCWTP and its trainers who work diligently to make Ohio's child welfare training program a nationally recognized success.

OCWTP and OCWTP Trainers Garner Important NSDTA AWARDS

The National Staff Development and Training Association (NSDTA), an affiliate of the American Public Human Services Association, is a national network founded to support human services training and staff development. NSDTA provides a national forum in a variety of disciplines, including child welfare and adult services, for sharing ideas and resources on organizational development, staff development, and training.

OCWTP and IHS have presented numerous times at NSDTA's annual professional Development Institute and were contributing authors for the resource, *NSDTA Code of Ethics for Training and Development for Professionals in Human Services: Case Scenarios and Training Implications*. For more information on the Code of Ethics see *Common Ground*, Issue 29, February 2005. Dale Hotaling, WORTC Director, Brian Wear, ECORTC Director, and Lois Tyler, IHS Training Consultant, were contributing authors of this important resource.

NSDTA began recognizing outstanding performance in training and staff development in 1997. Since that time, OCWTP trainers and the Institute for Human Services have been the recipient of NSDTA's recognition in the following ways:

Distinguished Service Award

1998: Judith Rycus, IHS
2000: Sandra Priestino, OCWTP Trainer
2001: David Hunter, OCWTP Trainer

Life Time Achievement Award

2002: Stacey Saunders, OCWTP Trainer
2005: Sister Madeleine Rybicki, OCWTP Trainer
2006: Jayne Schooler, OCWTP Trainer

Quality Awards

2004: Judith Rycus and Ronald Hughes, IHS, and Child Welfare League of America, for the production of the *Forrester Family: A Video Case Study*

OCWTP's contribution to the field of human services training and staff development continues to serve as a national and international training model, and NSDTA's recognition demonstrates how the rest of the country holds OCWTP in high regard.

JAYNE SCHOOLER PRESENTED WITH 2006 NSDTA AWARD FOR LIFETIME ACHIEVEMENT



This September, Jayne Schooler was awarded the National Staff Development and Training Association (NSDTA) Life Time Achievement Award. She is the third OCWTP trainer to receive this award and the fifth OCWTP trainer to be acknowledged by this national organization.

Jayne is an award winning author of several books including, *The Whole Life Adoption Book*, *Journeys in Adoption*, *Telling the Truth to Your Adopted or Foster Child: Making Sense of the Past*, and *Mom, Dad, I'm Pregnant*. Her book, *Telling the Truth*, won the Pro Humanitate Award from the North American Resource Center for Child Welfare in 2000. She has also written columns for *Adoptive Families* magazine as well as numerous training curricula.

Jayne began training for OCWTP in 1989 and has been a key developer and trainer for Ohio's Adoption Assessor training curricula. She contributed to the OCWTP's Preservice curriculum for foster, adoptive, and kinship caregivers, and has prepared hundreds of Ohio trainers to use this curriculum. Jayne is also the primary author of several training curricula for post-finalization adoptive parents including, *The Openness Puzzle*, *Standing in the Gap*, *Mystery History*, *Journeys After Adoption*, and *Ten Factors of Success for Adoptive Parents*. She also wrote curricula for foster caregivers entitled, *Working with Primary Families* and *The Effects of Caregiving on the Family*.

Jayne is known nationally and throughout Ohio for her interactive and creative training style. Earlier this year, she received OCWTP's prestigious Linda Pope Award as the Trainer of the Year.

Jayne is married and lives with her husband David in Lebanon, Ohio. She has one adopted son, a daughter, and several grandchildren.

T² TRAINER TIPS

The Children's Bureau is pleased to announce the opening of the Child Welfare Information Gateway, your connection to essential information and resources targeted to the safety, permanency, and well-being of children and families. The Child Welfare Information Gateway consolidates and expands upon the services formerly provided by the National Clearinghouse on Child Abuse and Neglect

Information, and the National Adoption Information Clearinghouse to provide easy access to programs, research, statistics, laws and policies, and training resources in one place.

You will find essential information and resources on a wide range of topics, including child abuse prevention, family preservation and support, domestic and inter-country adoption, search and

reunion, and much more. The Information Gateway offers many free services for busy professionals who want to stay current with the latest information and resources, including:

An online library of over 48,000 documents www.childwelfare.gov/library.

More than 130 Information Gateway publications: www.childwelfare.gov/search/pubs_search.cfm.

Customer service center with knowledgeable staff available Monday through Friday to answer questions. Email info@childwelfare.gov or phone 1.800.394.3366.

Free subscription services: www.childwelfare.gov/admin/subscribe.

Visit and bookmark the new Child Welfare Information Gateway website: <http://www.childwelfare.gov/>.

MEPA CORNER

Trainer Question:

Do children have any say-so about same-race placement preferences?

ODJFS Response:

The child's input, regardless of age, is always an extremely important part of any case plan and placement decision-making process. Based on OAC rules 5101:2-48-13 and 5101:2-48-18.1, if a child makes any statement that suggests that race, color, or national origin (RCNO) should be a factor in a placement decision, the agency is required to refer the child for the completion of an individualized child assessment by a licensed child psychiatrist, licensed child psychologist, licensed independent social worker, or licensed professional clinical counselor. The child will have the opportunity to express his/her views regarding placement considerations and the licensed professional will provide a report to the agency with his or her assessment of whether the child has individual needs involving RCNO. The agency will arrive at a final decision whether or not RCNO should be a consideration during the placement decision-making process.

The licensed professional's report remains in effect for a period of twelve months. If the agency believes that RCNO should still be considered in the placement decision as the twelve-month period is ending, a new assessment will need to be completed. The child's needs should be documented on the JFS 01688 "Individualized Child Assessment" form and reviewed as a placement decision is made about each available placement resource for the child.

As a practice issue, the agency cannot indicate to the child that he or she will be placed in a same-race placement. If RCNO is to be a factor in the placement decision, all families who appear able to meet the child's needs, including the RCNO needs, shall be considered for the child's placement.

Send inquiries for the MEPA Corner to Charlotte Osterman at costerman@ihs-trainet.com.



CORTC

The Central Ohio Regional Training Center recently conducted a Customer Satisfaction Survey of constituents in its twelve surrounding counties with questions regarding overall satisfaction with CORTC, awareness of training opportunities, timeliness of information received regarding training opportunities, strengths of CORTC, and suggestions for improvement for CORTC. The survey did not include staff of Franklin County Children Services.

Participants rated the overall satisfaction level with CORTC favorably. A high number indicated they were aware of CORTC training opportunities through the quarterly training schedule via US mail and on-line. While most indicated information regarding training is communicated timely, a few expressed concern regarding closeouts.

Common themes regarding strengths included: variety of topics offered, content of training, competent trainers, advanced notice of trainings, great location, good registration process, having two choice dates for many trainings, trainings that can be brought to agencies requiring no travel, and more variety for "veteran" staff.

Ideas for improvement included: the need to repeat courses more frequently (related to closeouts), more on-site training, proper communication regarding date changes of training, more timely confirmations regarding training, more

variety for "veteran" staff, and more training regarding current issues.

CORTC thanks everyone who took the time to participate in the survey. The information will be used to continue to improve the quality of training and customer service.

ECORTC

Cambridge has a new Hampton Inn, a Sheetz Multi-Purpose Fueling Center for competitive gas prices, and a brand new Dancing Donkey BBQ Restaurant, making an overnight training stay more comfortable.

Trainers at ECORTC are asked to be patient over the next 12 months as participant numbers may be lower due to CAPMIS and SACWIS training.

ECORTC is also hard at work planning for the 13th Annual Mid-Winter Supervisory Conference in March 2007, and the 3rd Annual Foster Conference in Summer 2007.

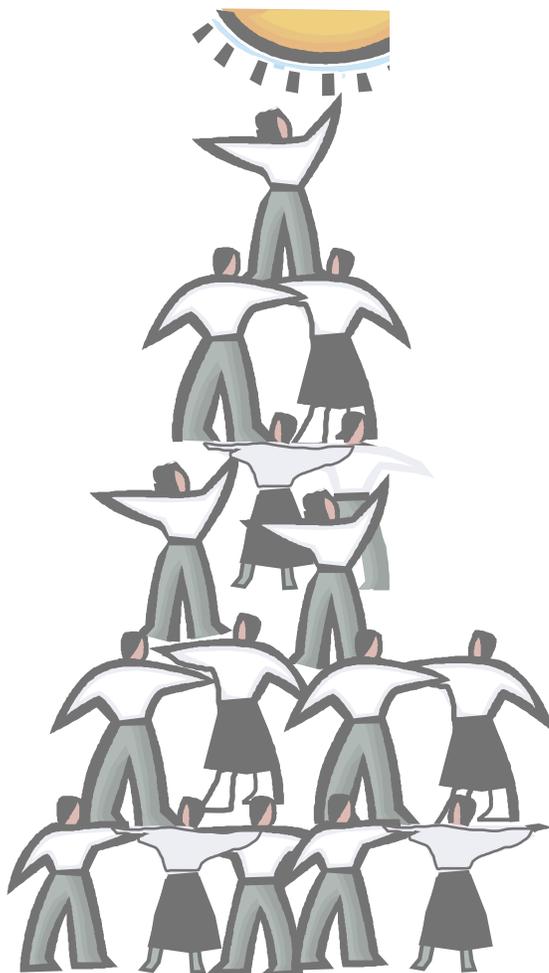
Brian Wear (ECORTC Director) has been nominated for the Ohio Chapter of APSAC Board of Directors. Elections will be coming up, so please vote early and often! Congratulations go to Natalie Knowlton on the birth of her first grandchild! Darla Gorscak is continuing to awe local agencies with her PowerPoint prowess and Connie McVey is working on a new Adoption Procedure Manual with the help of ECORTC county foster and adoption liaisons.

SWORTC

At the end of July, construction began to add a third training room and office space for RTC staff at the Southwest Ohio Regional Training Center in Loveland, OH, northeast of Cincinnati. By late September, early October, RTC staff will relocate their offices to the training center. Phone numbers should remain the same; however, the mailing address will change. Trainers and other OCWTP-affiliated individuals and agencies will be notified of the address change.

As many of you know, SWORTC's secretary, Paula Garbett, has been out on medical leave since May.

She is still recovering from a toe amputation and some circulatory issues and her return to work is questionable at this point. While she is sorely missed, the staff of the SWORTC have done an amazing job filling in for Paula in her absence, but some pieces of work may have fallen through the cracks. If you have been victim of this omission, please accept our apologies, and thanks for your patience. Workshop evaluation summaries are going out later than staff would prefer, so please be patient. If you have done a workshop recently and would like to know your evaluation score, please feel free to call the SWORTC.



HOLD THESE DATES

November 6-7 and November 20-21, 2006	Culture and Diversity – Training of Trainers
November 28-30, 2006	Presentation Skills – Training of Trainers
December 4, 2006	ODJFS Meeting for Trainers of Standardized Curriculum; this is a mandatory meeting
December 4-5, 2006	Curriculum Development – Training of Trainers
December 8, 2006	Classroom Performance System – Training of Trainers
December 11, 2006	Transfer of Learning – Training of Trainers
December 12, 2006	Pre-Training of Trainers
February 16, 2007	PowerPoint – Training of Trainers

To register, contact Debra Sparrow at dsparrow@ihs-trainet.com

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