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| **Course & Course Description** | **Cost Allocation:**  **Title IV-E, Title IV-B & SSBG** | **Duration/#**  **of days/Hours/**  **# of Annual Sessions**  **Full Time (for entire column)**  \* Duration of all training short-term | **Provider/ Setting**  **& Venue** | **Course**  **Development** | **Targeted Participants (Audience); \*Minimum and Maximum # Participants per Session; Estimated Minimum and Maximum Cost Per Session** |
| **Initial In-Service Training- New Child Welfare Worker Orientation, Structured Activities and Field Shadowing** |  | 24 Weeks Total |  |  |  |
| **Week 1** – **Work Site**  **A) Orientation – Welcome to DCFS**  This course provides an overview of the Department of Child and Family Services. The purpose of this course is share with new employees the Department’s Mission, Vision, Philosophy, goals and expectations. Trainees receive information regarding: confidentiality, dressing for court and general personnel policies and procedures.  **B) Pre-caseload & Shadowing Experiences, related to** field visits, case staffing, court observation, and family team conferences; Debriefing discussions with Supervisor and/or Coach on each of these experiences.  **C) New Child Welfare Worker Desk Resource and Structured Activities**  It is the expectation that the Desk Resource be reviewed and any questions to be discussed with supervisor or coach. This is a resource that new child welfare workers can use for a quick overview of the Department of Child and Family Services and resources pertinent to our work. Additionally, it contains all minimum structured activities that workers should complete prior to each week of NCWWO to help enhance their understanding and learning during orientation. Each Structured Activity requires activation and responses completed via Moodle and debriefing with their supervisor and /or coach. Structured Activities are divided into 3 weeks. Supervisors should try to ensure workers have the opportunity to complete and staff on activities per the prescribed regimen. Although it is understood that there are times when certain activities may not be available for observation during that particular week, in such cases workers should complete them as soon as it becomes available. Workers should be engaged in debriefing discussions with their Supervisor and/or Coach on each of the structured activity experiences. Pre-Week 1 Structured Activities are as follows:  1. New Worker Scavenger Hunt  2. Introduction to DCFS and Client Services  3. Overview of DCFS Major Programs.  4. Introduction to Power DMS Policy Management System – Program Areas  5. Child Welfare Code of Ethics  6. Principles of Child Welfare Practice  7. Online Mandated Reporter Training  8. Laws that Govern our Practice  9. Safety Focused Practice Terms and Concepts  10. Work Safe, Work Smart  11. Observation of Shared Decision Making  **D) Random Moment Sample - Computer based training of 1 hour**  Training to provide procedures for capturing the percentage of time each new child welfare employee spends engaged in training activities for Title IV-E funding. RMS Codes and activities are provided. | **Random Moment Sampling (RMS) and Direct Costs**  **(A) IV E Training 50/50 for appropriate costs**  **IV-E Allowable Activities:** State agency personnel policies and procedures.  **Legal and Related References:** Title IV-E Program 45CFR1356.60  **(B, C, & D) IV-E Training - 75/25 & 50/50 for appropriate costs**  **IV-E Allowable Activities**: IV-E policies and procedures; Social work practice, family centered practice, and cultural competency with children and families, and effects of separation, grief and loss, and visitation; On the job activities of shadowing child welfare workers i.e., placement of a child; activities designed to preserve, strengthen and reunify the family not related to providing treatment or services, development of case plans, case reviews, social work methods including interviewing and assessment; preparation for judicial determinations.  **Legal and Related References:** Title IV-E Program; 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); 235.65(a) | **40 hrs-Week total :** (**A, B, C, & D is 40 hours**)  **(A)** 1 hour CBT inclusive of a reading assignment      **(B & C**) 38 hours  (Includes 20 hours of shadowing experiences & 18 hours of structured activities.)  **(D** ) 1 hour Web Based Course | **(A)** Regional Trainer and Supervisor  **(B-D)**; Supervisor  Venue for Week 1 is regional/ parish offices and field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
| **Week 2** **– New Child Welfare Worker Orientation (NCWWO) Week 1 Classroom**  **A) NCWWO Agency Overview, Child Welfare Principles of Practice, and Child Welfare Laws, Safety, Permanency and Well-being, and DCFS Continuum of Services:** This course introduces new staff to DCFS missions, vision and values, child welfare principles of practice, explores the evolution of child welfare to include laws which guide our practice. Child Welfare Principles of Practice are discussed along with activities to help new workers assess their own values and beliefs related to child welfare and how they may differ from those of the department and ending with the Louisiana Children’s Code; The child’s need for safety, permanency and well-being is discussed.  **B) Safety Focused Practice** – This course offers in-depth information to define the criteria for abuse and/or neglect according to the Louisiana Children’s Code. This course focuses on achieving the goals of safety, permanency and well-being for the children and families served by DCFS. Staff are introduced to concepts of Safety, Permanency and Well-being and DCFS Continuum of Services. The safety-focused practice approach provides the foundation for understanding key concepts related to safety assessment and safety intervention during the life of a child welfare case to include determining child vulnerability, identifying present and impending danger, assessing family functioning and caregiver protective capacities, as well as safety planning and structured decision making. The assessment of family functioning extends throughout the life of a case. Workers continually gather relative and sufficient information in areas of assessment to determine if the child is safe or unsafe and/or at risk for future Maltreatment. Staff are provided with hands on activities to begin assessing for safety and developing safety plans.  **C) Safety Plan Management Options and SDM** - This course focuses on “safety” with respect to children and families. It addresses the purpose of the safety plan in protecting children from abuse and/or neglect. In addition, it engages worker in safety planning activities from determining safety actions necessary to keep a child safe, analyzing the suitability of an in-home safety plan, and understanding components for developing a sufficient safety plan as well as judging suitability of safety providers. This course introduces the structured decision making tool (SDM), the definition of risk and provides an overview of how the SDM improves consistency in case decision making and dictates minimum visitation guidelines.  **D)** **Worker Safety** - This course provides information with regard to workers utilizing safety techniques when working with children and families when conducting office visits and field visits. The course has a lot of demonstrations and key learning activities in which scenarios are utilized to teach staff the importance of working safely.  **E)** **Instructor Led Bloodborne Pathogens** - Required within 3 months of hire and annually thereafter. Gives participants a general understanding of hazards associated with the exposure to blood in the workplace and basic methods to help minimize exposure. Participants will gain basic understanding of the potential hazards of exposure to blood, and basic principles of OSHA. | **RMS and Direct Costs**  **A-C) IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Referral to Services; Preparation for and participation in judicial determinations; Social Work practice, such as family centered practice; placement of the child, development of the case plan, case reviews, case management and supervision, child abuse/neglect issues, such as the impact of child/abuse and neglect on a child, abuse/neglect assessments to determine whether a situation requires a child’s removal from the home. The training is not related directly to conducting a child abuse/neglect investigation.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2);  **D) IV-E 50/50 for appropriate costs**  **IV-E Allowable Activities:** Worker retention and worker safety, state agency personnel policies and procedures, how to address or treat child or family problems or behaviors because it supports the delivery of social services rather than administration of the title IV-E state plan, child welfare/social service topics that are not related directly to the title IV-E programs  **Legal and Related References:** Social Security Act – Section 474(a)(3)(E); 45 CFR 1356-60(c)  **E) Safety & Health; IV-E - 50/50**  **Legal and Related References:** Social Security Act – Section 474(a)(3)(E); 45 CFR 1356.60(c)  Allowable Activities: State agency personnel policies and procedures; First Aid, CPR, or facility security training, Worker Safety | **A-D)** 25 hours  **E)** 1 hour  Short-term (all staff annually) | DCFS Child Welfare Training Consultants (two trainers are teamed up to teach this course)  State Office Location, Regional Offices, and University Locations | Course Development Hours: 950  Course Update Hours: 500  Preparation Hours: 150 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $50,800.00 - $91,550.00  Update: $27,100.00 - $49,525.00  Preparation: $6,900.00 - $9,500.00 |
| **Week 3** **– Work Site**  **To follow through from NCWWO work and to enhance learning the following activities:**  **A.) Pre-caseload & Shadowing Experiences related to Structured Activities:** Supervisors should use every opportunity to immerse new workers into all aspects of child welfare practice, exercising due diligence to ensure they are shadowing competent experienced workers with a record of good practice. At a minimum, new child welfare workers should complete the structured activity regimen assigned as prerequisites for each NCWWO week.Each Structured Activity requires activation and responses completed via Moodle and debriefing with their supervisor and /or coach. Structured Activities are divided into 3 weeks. Supervisors should try to ensure workers have the opportunity to complete and staff on activities per the prescribed regimen. Although it is understood, that there are times when certain activities may not be available for observation during that particular week, in such cases workers should complete them as soon as it becomes available. Workers should be engaged in debriefing discussions with their Supervisor and/or Coach on each of the structured activity experiences.  **B) Structured Activities (prerequisite to NCWWO Classroom Training Week 2)**  12. Shadow an Experienced Worker  13. Observe a Family Visit  14. Family Engagement  15. LGBTQ Youth  16. Human Trafficking 101  17. Cultural Competency & Awareness  18. Child Developmental Milestones  19. Observe the Completion of an Assessment  20. Quality Parenting Initiative  21. Continuum of Services and Case Review  22. Create a List of Community Resources | **RMS and Direct Costs**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:** Structured on the job activities, including shadowing child welfare workers, i.e., child placements; activities designed to preserve, strengthen and reunify the family not related to providing treatment or services, development of case plans, case reviews, social work methods including interviewing and assessment; cultural competency related to children and families; IV-E policies and procedures; child abuse and neglect issues, such as the impact of child abuse and neglect on a child; permanency planning; communication skills required to work with children and families; case management.  **Legal and Related References:** Title IV-E Program 45CFR1356.60;Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)  **Legal and Related References:** Social Security Act – Sections  471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d) | **A)** 28.25 hours  **B)** 11.75 hours | Regional Trainer; Supervisor  Venue for Week 3 is regional and parish offices and the field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
| **Week 4** **– New Child Welfare Worker Orientation (NCWWO) Week 2 Classroom**  **A) Building Family Engagement Skills –** Focuses on a family centered practice approach to engaging families in child welfare practice. The use of strength-based solution focused strategies; systems theory and the interactional helping model are addressed in terms of establishing a successful framework for child welfare workers to use successful engagement techniques in working with families and children to promote positive outcomes. Specific information on the importance of engaging children and fathers is provided along with practical tools to use to help interview and engage such as assessment and information gathering and phases of casework practice..Quality Parenting Initiative information is provided to staff. QPI is an approach to strengthening foster care, by focusing on quality parenting for all children in the child welfare system. Staff are provided with hands on activities and role- plays to build upon their engagement, assessment, and critical thinking skills to apply the information obtained in classroom, structured activities and job shadowing.  **B) Assessment and Information Gathering**–This course provides in-depth information about family assessment and information gathering related to child safety and parental protective capacities. The concepts of culture, risk, safety, critical thinking, Quality Parenting Initiative, Safe Sleep, engagement techniques, analyzing information, decision making, and the role of the child welfare worker regarding service provision.  **C)** **Objective & Clear Documentation, Minimum Standards -** This course focuses on the importance of clear and objective documentation in child welfare casework. It addresses the purpose and importance of the use of clear and objective, behaviorally written language in child welfare cases, as well as DCFS expectations of professional conduct. Staff are provided with information on using clear language which is timely and accurate. Minimum Standards will help workers understand Minimum Standard of Care, abuse and neglect as defined by the Louisiana’s Children’s Code in order to identify children who are safe, at risk and to be able to identify circumstances that require agency intervention. | **RMS and Direct Costs**  **IV-E Training – 75/25 for appropriate costs**  **A) IV-E Allowable Activities:** Placement of the child; development of the case plan; case management and supervision; social work practice and social work methods including interviewing and assessment; permanency planning; effects of separation, grief and loss, home studies; child development, and visitation; communication skills required to work with children and families; general substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system; cultural competency related to children and families; activities designed to strengthen, preserve, and reunify the family..  **Legal and Related References:**  Social Security Act – Sections 471(a) (8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); CWPM, Section 3.1H, Q/A #1; AT-ACF-OISM-001  **B) IV-E Allowable Activities:** Family functioning assessments in foster care and family services; social work practice including social work methods including interviewing and assessment.  **C) IV-E Allowable Activities:** Assessments to determine whether a situation requires a child’s removal from the home, (training is not related directly related to conducting a child abuse and/or neglect investigation)  **Legal and Related References:** Social Security Act – sections 471 (a) (8), 474 (3)(A) & (B) and 477(b)(c)(d); 235;64(a)(1) & (2) | **A-C)** 25 hours | DCFS Child Welfare Training Consultants (two trainers are teamed up to teach this course)  State Office Location & Regional | Course Development Hours: 950  Course Update Hours: 500  Preparation Hours: 150 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $50,800.00 - $91,550.00  Update: $27,100.00 - $49,525.00  Preparation: $6,900.00 - $9,500.00 |
| **Week 5- Work Site**  **A) Managing Caseload**: Activities related to managing caseload: field visits, team conferences, case staffings, case record activities; multidisciplinary staffings, using DCFS programs and electronic systems in FC, FS and CPS. Discussions withSupervisor; and/or Coach in activities of managing caseload.  **B) Structured Activities (prerequisite to NCWWO Classroom Training Week 3)**  Each Structured Activity requires activation and responses completed via Moodle and debriefing with their supervisor. Structured Activities are divided into 3 weeks. Supervisors should try to ensure workers have the opportunity to complete and staff on activities per the prescribed regimen. Although it is understood that there are times when certain activities may not be available for observation during that particular week, in such cases workers should complete them as soon as it becomes available. Workers should be engaged in debriefing discussions with their Supervisor and/or Coach on each of the structured activity experiences.  **Week 3 structured activities include 6 activities that all new child welfare workers should complete and program specific activities:**  23. Substance Use and Child Welfare  24. Effects of Maltreatment on Child Development  25. Structured Decision Making  26. Case Transfer Staffing  27. Attend Court Hearing  28. Shadow an Experienced Worker  **Child Protection Services Worker ONLY**  29. CPS Review of CPI1 & Reporter Contact  30. CPS Initial Forms Folder  31. CPS Response Priority  32. CPS Entire CPS Case Review  33. CPS Observation of Validity Finding  34. CPS Observation of Post Removal Activities  **FAMILY SERVICE WORKER ONLY**  29. FS Introduction to FS  30. FS FATS & TIPS  31. FS Information Collection and Client Progress  32. FS Forms Folder  33. FS Review Entire FS Record  34. FS Trauma Behavioral Health Screen  **FOSTER CARE WORKER ONLY**  29. FC Introduction to Foster Care  30. FC Case Entry & Assessment Tools  31. FC Information Collection and Client Progress  32. FC Court Compliance  33. FC FATS & TIPS  34. FC Observe Family Team Meeting  35. FC Observe Foster Home Placement  36. FC Trauma Behavioral Health Screen  37. FC Review Entire FC Record | **RMS and Direct Costs**  **IV-B & SSBG for appropriate costs related to CPS**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Activities related to managing a caseload: i.e., eligibility determinations, referral to services, preparation for and participation in judicial determinations, placements, case reviews, development of case plans, case management, social work practice i.e., family centered practice, social work methods including interviewing and assessment, cultural competency related to children and families, Title IV-E policies and procedures, child abuse and neglect issues, i.e., impact of child abuse and neglect on a child, and general overviews of the issues involved in CA/N investigations if not related to conducting an investigation of CA/N; permanency planning; general substance abuse, domestic violence and mental health issues related to children and families, not related to providing treatment or services; effects of separation, grief, loss, child development and visitation; communication skills; activities designed to preserve, strengthen, and reunify the family if not related to providing treatment or services; assessment regarding a child’s removal from the home, not related directly to conducting a CA/N investigation; independent living issues preparing adolescent for independent living  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | **A)** 32 hours  **B)** 8 hours | Regional Trainer; Supervisor; Coach  Regional and parish office and field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
| **Week 6 – New Child Welfare Worker Orientation (NCWWO) Week 3 Classroom**  **A) Contributing Factors in Child Welfare** - Child welfare staff are provided information on working with families where there is a presence of substance use, domestic violence, and mental health issues.  **Specific Training for CPS, FS, and FC** workers assigned to these programs occurs during Day 2-4.  **B)**  **Child Protective Services (CPS) Fundamentals** – For CPS workers; Provides program specific skills & knowledge, CPS process and safety focused practice; risk and safety assessment as well as safety planning.  **C) Family Services Fundamentals** – For Family Services workers; Provides program specific skills & knowledge, assessment of family functioning, the FS casework process, timeframes, purposeful home visits and structured decision making.  **D)** **Foster Care Fundamentals** – For Foster Care Workers; Provides program specific skills & knowledge, key roles and responsibilities of FC workers such as monitoring child’s placement, assessment of family functioning, the FC casework process and timeframes, purposeful visits, moves and transitioning child home. Hands on activities are provided to further develop case assessment and case planning skills. Case documentation needs specific to foster care are discussed.  **E)** **Time and Stress Management for Child Welfare Workers**- Child Welfare Staff are explained the importance of stress and time management in child welfare profession, also to help them recognize signs of stress and barriers to time management. Course is designed to help child welfare workers understand how their ability to manage their stress and time impacts the agency’s ability to achieve safety, permanency and well-being for the families we serve. | **RMS and Direct Costs**  **A) IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:** Referral to Services; Preparation for and participation in judicial determinations; development of the case plan; case reviews; case management and supervision; social work practice, such as family centered practice and social work methods including interviewing and assessment.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); CWPM, Section 3.1H, Q/A #1; AT-ACF-OISM-001  **B) 25 percent of this course is charged to IV-B & SSBG (CPS) and 75 percent is charged to IV-E Training -75/25 (FS) for appropriate costs**  **C) IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities**: Referral to Services; development of case plan; case management and supervision; social work practice, such as family centered practice and social work methods including interviewing and assessment  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)  **D) IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:** Referral to Services; Preparation for and participation in judicial determinations; placement of the child; development of the case plan; case reviews; case management and supervision; social work practice, such as family centered practice and social work methods including interviewing and assessment; permanency planning  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); CWPM, Section 3.1H, Q/A #1; AT-ACF-OISM-001  **E) IV-E Training 50/50 for appropriate costs**  **IV-E Allowable Activities:** Job performance enhancement skills, Child welfare social service topics that are not related directly to the title IV-E program or the administration of the title IV-E state plan.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d) | **A-E)** 25 hours | State office and regional office locations and Universities  **A)** DCFS Child Welfare Training Consultants  **B)** DCFS Child Welfare Training Consultants and CPS Program Consultants  **C)** DCFS Child Welfare Training Consultants and FS Program Consultants  **D**) DCFS Child Welfare Training Consultants and FC Program Consultants  **E)** DCFS Child Welfare Training Consultants | Course Development Hours: 950  Course Update Hours: 500  Preparation Hours: 150 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $50,800.00 - $91,550.00  Update: $27,100.00 - $49,525.00  Preparation: $6,900.00 - $9,500.00 |
| **Week 7- Work Site**  **Managing Caseload**: Activities related to managing caseload: field visits, team conferences, case staffings, case record activities; multidisciplinary staffings, using DCFS programs and electronic systems in FC, FS and CPS. Discussions withSupervisor and/or Coach in activities of managing caseload. | **RMS and Direct Costs**  **IV-B & SSBG for appropriate costs related to CPS**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Activities related to managing a caseload: i.e., eligibility determinations, referral to services, preparation for and participation in judicial determinations, placements, case reviews, development of case plans, case management, social work practice i.e., family centered practice, social work methods including interviewing and assessment, cultural competency related to children and families, Title IV-E policies and procedures, child abuse and neglect issues, i.e. e., impact of child abuse and neglect on a child, and general overviews of the issues involved in CA/N cases if not related to conducting an investigation of CA/N; permanency planning; general substance abuse, domestic violence and mental health issues related to children and families, not related to providing treatment or services; effects of separation, grief, loss, child development and visitation; communication skills; activities designed to preserve, strengthen, and reunify the family if not related to providing treatment or services; assessment regarding a child’s removal from the home, not related directly to conducting a CA/N investigation; independent living issues preparing adolescent for independent living  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 40 hours | Supervisor; Coach  Regional and parish offices and field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
| **Week 8- Work Site**  **Managing Caseload**: Activities related to managing caseload: field visits, team conferences, case staffings, case record activities; multidisciplinary staffings, using DCFS programs and electronic systems in FC, FS and CPS. Discussions withSupervisor and/or Coach in activities of managing caseload.  If assigned new cases, read cases and begin discussion with Supervisor and/ or Coach regarding case management activities on cases. | **RMS and Direct Costs**  **IV-B & SSBG for appropriate costs related to CPS**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Activities related to managing a caseload: i.e., eligibility determinations, referral to services, preparation for and participation in judicial determinations, placements, case reviews, development of case plans, case management, social work practice i.e., family centered practice, social work methods including interviewing and assessment, cultural competency related to children and families, Title IV-E policies and procedures, child abuse and neglect issues, i.e. e., impact of child abuse and neglect on a child, and general overviews of the issues involved in CA/N cases if not related to conducting an investigation of CA/N; permanency planning; general substance abuse, domestic violence and mental health issues related to children and families, not related to providing treatment or services; effects of separation, grief, loss, child development and visitation; communication skills; activities designed to preserve, strengthen, and reunify the family if not related to providing treatment or services; assessment regarding a child’s removal from the home, not related directly to conducting a CA/N investigation; independent living issues preparing adolescent for independent living  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 40 hours | Supervisor; Coach  Regional and parish offices and field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
| **Week 9- Work Site**  **Managing Caseload**: Activities related to managing caseload: field visits, team conferences, case staffings, case record activities; multidisciplinary staffings, using DCFS programs and electronic systems in FC, FS and CPS. Discussions withSupervisor and/or Coach in activities of managing caseload.  If assigned new cases, read cases and begin discussion with Supervisor and/ or Coach regarding case management activities on cases. | **RMS and Direct Costs**  **IV-B & SSBG for appropriate costs related to CPS**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Activities related to managing a caseload: i.e., eligibility determinations, referral to services, preparation for and participation in judicial determinations, placements, case reviews, development of case plans, case management, social work practice i.e., family centered practice, social work methods including interviewing and assessment, cultural competency related to children and families, Title IV-E policies and procedures, child abuse and neglect issues, i.e. e., impact of child abuse and neglect on a child, and general overviews of the issues involved in CA/N cases if not related to conducting an investigation of CA/N; permanency planning; general substance abuse, domestic violence and mental health issues related to children and families, not related to providing treatment or services; effects of separation, grief, loss, child development and visitation; communication skills; activities designed to preserve, strengthen, and reunify the family if not related to providing treatment or services; assessment regarding a child’s removal from the home, not related directly to conducting a CA/N investigation; independent living issues preparing adolescent for independent living  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 40 hours | Supervisor; Coach  Regional and parish offices and field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
| **Week 10- Work Site**  **Managing Caseload**: Activities related to managing caseload: field visits, team conferences, case staffings, case record activities; multidisciplinary staffings, using DCFS programs and electronic systems in FC, FS and CPS. Discussions withSupervisor and/or Coach in activities of managing caseload.  If assigned new cases, read cases and begin discussion with Supervisor and/ or Coach regarding case management activities on cases. | **RMS and Direct Costs**  **IV-B & SSBG for appropriate costs related to CPS**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Activities related to managing a caseload: i.e., eligibility determinations, referral to services, preparation for and participation in judicial determinations, placements, case reviews, development of case plans, case management, social work practice i.e., family centered practice, social work methods including interviewing and assessment, cultural competency related to children and families, Title IV-E policies and procedures, child abuse and neglect issues, i.e. e., impact of child abuse and neglect on a child, and general overviews of the issues involved in CA/N cases if not related to conducting an investigation of CA/N; permanency planning; general substance abuse, domestic violence and mental health issues related to children and families, not related to providing treatment or services; effects of separation, grief, loss, child development and visitation; communication skills; activities designed to preserve, strengthen, and reunify the family if not related to providing treatment or services; assessment regarding a child’s removal from the home, not related directly to conducting a CA/N investigation; independent living issues preparing adolescent for independent living  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 40 hours | Supervisor; Coach  Regional and parish offices and field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
| **Week 11- Work Site**  **Managing Caseload**: Activities related to managing caseload: field visits, team conferences, case staffings, case record activities; multidisciplinary staffings, using DCFS programs and electronic systems in FC, FS and CPS. Discussions withSupervisor and/or Coach in activities of managing caseload.  If assigned new cases, read cases and begin discussion with Supervisor and/ or Coach regarding case management activities on cases. | **RMS and Direct Costs**  **IV-B & SSBG for appropriate costs related to CPS**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Activities related to managing a caseload: i.e., eligibility determinations, referral to services, preparation for and participation in judicial determinations, placements, case reviews, development of case plans, case management, social work practice i.e., family centered practice, social work methods including interviewing and assessment, cultural competency related to children and families, Title IV-E policies and procedures, child abuse and neglect issues, i.e. e., impact of child abuse and neglect on a child, and general overviews of the issues involved in CA/N cases if not related to conducting an investigation of CA/N; permanency planning; general substance abuse, domestic violence and mental health issues related to children and families, not related to providing treatment or services; effects of separation, grief, loss, child development and visitation; communication skills; activities designed to preserve, strengthen, and reunify the family if not related to providing treatment or services; assessment regarding a child’s removal from the home, not related directly to conducting a CA/N investigation; independent living issues preparing adolescent for independent living  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 40 hours | Supervisor; Coach  Regional and parish offices and field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
| **Week 12- Work Site**  **Managing Caseload**: Activities related to managing caseload: field visits, team conferences, case staffings, case record activities; multidisciplinary staffings, using DCFS programs and electronic systems in FC, FS and CPS. Discussions withSupervisor and/or Coach in activities of managing caseload.  If assigned new cases, read cases and begin discussion with Supervisor and/ or Coach regarding case management activities on cases. | **RMS and Direct Costs**  **IV-B & SSBG for appropriate costs related to CPS**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Activities related to managing a caseload: i.e., eligibility determinations, referral to services, preparation for and participation in judicial determinations, placements, case reviews, development of case plans, case management, social work practice i.e., family centered practice, social work methods including interviewing and assessment, cultural competency related to children and families, Title IV-E policies and procedures, child abuse and neglect issues, i.e. e., impact of child abuse and neglect on a child, and general overviews of the issues involved in CA/N cases if not related to conducting an investigation of CA/N; permanency planning; general substance abuse, domestic violence and mental health issues related to children and families, not related to providing treatment or services; effects of separation, grief, loss, child development and visitation; communication skills; activities designed to preserve, strengthen, and reunify the family if not related to providing treatment or services; assessment regarding a child’s removal from the home, not related directly to conducting a CA/N investigation; independent living issues preparing adolescent for independent living  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 40 hours | Supervisor; Coach  Regional and parish offices and field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
| **Week 13- Work Site**  **Managing Caseload**: Activities related to managing caseload: field visits, team conferences, case staffings, case record activities; multidisciplinary staffings, using DCFS programs and electronic systems in FC, FS and CPS. Discussions withSupervisor and/or Coach in activities of managing caseload.  If assigned new cases, read cases and begin discussion with Supervisor and/ or Coach regarding case management activities on cases. | **RMS and Direct Costs**  **IV-B & SSBG for appropriate costs related to CPS**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Activities related to managing a caseload: i.e., eligibility determinations, referral to services, preparation for and participation in judicial determinations, placements, case reviews, development of case plans, case management, social work practice i.e., family centered practice, social work methods including interviewing and assessment, cultural competency related to children and families, Title IV-E policies and procedures, child abuse and neglect issues, i.e. e., impact of child abuse and neglect on a child, and general overviews of the issues involved in CA/N cases if not related to conducting an investigation of CA/N; permanency planning; general substance abuse, domestic violence and mental health issues related to children and families, not related to providing treatment or services; effects of separation, grief, loss, child development and visitation; communication skills; activities designed to preserve, strengthen, and reunify the family if not related to providing treatment or services; assessment regarding a child’s removal from the home, not related directly to conducting a CA/N investigation; independent living issues preparing adolescent for independent living  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 40 hours | Supervisor; Coach  Regional and parish offices and field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
| **Week 14- Work Site**  **Managing Caseload**: Activities related to managing caseload: field visits, team conferences, case staffings, case record activities; multidisciplinary staffings, using DCFS programs and electronic systems in FC, FS and CPS. Discussions withSupervisor and/or Coach in activities of managing caseload.  If assigned new cases, read cases and begin discussion with Supervisor and/ or Coach regarding case management activities on cases. | **RMS and Direct Costs**  **IV-B & SSBG for appropriate costs related to CPS**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Activities related to managing a caseload: i.e., eligibility determinations, referral to services, preparation for and participation in judicial determinations, placements, case reviews, development of case plans, case management, social work practice i.e., family centered practice, social work methods including interviewing and assessment, cultural competency related to children and families, Title IV-E policies and procedures, child abuse and neglect issues, i.e. e., impact of child abuse and neglect on a child, and general overviews of the issues involved in CA/N cases if not related to conducting an investigation of CA/N; permanency planning; general substance abuse, domestic violence and mental health issues related to children and families, not related to providing treatment or services; effects of separation, grief, loss, child development and visitation; communication skills; activities designed to preserve, strengthen, and reunify the family if not related to providing treatment or services; assessment regarding a child’s removal from the home, not related directly to conducting a CA/N investigation; independent living issues preparing adolescent for independent living  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 40 hours | Supervisor; Coach  Regional and parish offices and field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
| **Week 15- Work Site**  **Managing Caseload**: Activities related to managing caseload: field visits, team conferences, case staffings, case record activities; multidisciplinary staffings, using DCFS programs and electronic systems in FC, FS and CPS. Discussions withSupervisor and/or Coach in activities of managing caseload.  If assigned new cases, read cases and begin discussion with Supervisor and/ or Coach regarding case management activities on cases. | **RMS and Direct Costs**  **IV-B & SSBG for appropriate costs related to CPS**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Activities related to managing a caseload: i.e., eligibility determinations, referral to services, preparation for and participation in judicial determinations, placements, case reviews, development of case plans, case management, social work practice i.e., family centered practice, social work methods including interviewing and assessment, cultural competency related to children and families, Title IV-E policies and procedures, child abuse and neglect issues, i.e. e., impact of child abuse and neglect on a child, and general overviews of the issues involved in CA/N cases if not related to conducting an investigation of CA/N; permanency planning; general substance abuse, domestic violence and mental health issues related to children and families, not related to providing treatment or services; effects of separation, grief, loss, child development and visitation; communication skills; activities designed to preserve, strengthen, and reunify the family if not related to providing treatment or services; assessment regarding a child’s removal from the home, not related directly to conducting a CA/N investigation; independent living issues preparing adolescent for independent living  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 40 hours | Supervisor; Coach  Regional and parish offices and field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
| **Week 16- Work Site**  **Managing Caseload**: Activities related to managing caseload: field visits, team conferences, case staffings, case record activities; multidisciplinary staffings, using DCFS programs and electronic systems in FC, FS and CPS. Discussions withSupervisor and/or Coach in activities of managing caseload.  If assigned new cases, read cases and begin discussion with Supervisor and/ or Coach regarding case management activities on cases. | **RMS and Direct Costs**  **IV-B & SSBG for appropriate costs related to CPS**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Activities related to managing a caseload: i.e., eligibility determinations, referral to services, preparation for and participation in judicial determinations, placements, case reviews, development of case plans, case management, social work practice i.e., family centered practice, social work methods including interviewing and assessment, cultural competency related to children and families, Title IV-E policies and procedures, child abuse and neglect issues, i.e. e., impact of child abuse and neglect on a child, and general overviews of the issues involved in CA/N cases if not related to conducting an investigation of CA/N; permanency planning; general substance abuse, domestic violence and mental health issues related to children and families, not related to providing treatment or services; effects of separation, grief, loss, child development and visitation; communication skills; activities designed to preserve, strengthen, and reunify the family if not related to providing treatment or services; assessment regarding a child’s removal from the home, not related directly to conducting a CA/N investigation; independent living issues preparing adolescent for independent living  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 40 hours | Supervisor; Coach  Regional and parish offices and field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
| **Week 17- Work Site**  **Managing Caseload**: Activities related to managing caseload: field visits, team conferences, case staffings, case record activities; multidisciplinary staffings, using DCFS programs and electronic systems in FC, FS and CPS. Discussions withSupervisor and/or Coach in activities of managing caseload.  If assigned new cases, read cases and begin discussion with Supervisor and/ or Coach regarding case management activities on cases. | **RMS and Direct Costs**  **IV-B & SSBG for appropriate costs related to CPS**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Activities related to managing a caseload: i.e., eligibility determinations, referral to services, preparation for and participation in judicial determinations, placements, case reviews, development of case plans, case management, social work practice i.e., family centered practice, social work methods including interviewing and assessment, cultural competency related to children and families, Title IV-E policies and procedures, child abuse and neglect issues, i.e. e., impact of child abuse and neglect on a child, and general overviews of the issues involved in CA/N cases if not related to conducting an investigation of CA/N; permanency planning; general substance abuse, domestic violence and mental health issues related to children and families, not related to providing treatment or services; effects of separation, grief, loss, child development and visitation; communication skills; activities designed to preserve, strengthen, and reunify the family if not related to providing treatment or services; assessment regarding a child’s removal from the home, not related directly to conducting a CA/N investigation; independent living issues preparing adolescent for independent living  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 40 hours | Supervisor; Coach  Regional and parish offices and field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
| **Week 18- Work Site**  **Managing Caseload**: Activities related to managing caseload: field visits, team conferences, case staffings, case record activities; multidisciplinary staffings, using DCFS programs and electronic systems in FC, FS and CPS. Discussions withSupervisor and/or Coach in activities of managing caseload.  If assigned new cases, read cases and begin discussion with Supervisor and/ or Coach regarding case management activities on cases. | **RMS and Direct Costs**  **IV-B & SSBG for appropriate costs related to CPS**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Activities related to managing a caseload: i.e., eligibility determinations, referral to services, preparation for and participation in judicial determinations, placements, case reviews, development of case plans, case management, social work practice i.e., family centered practice, social work methods including interviewing and assessment, cultural competency related to children and families, Title IV-E policies and procedures, child abuse and neglect issues, i.e. e., impact of child abuse and neglect on a child, and general overviews of the issues involved in CA/N cases if not related to conducting an investigation of CA/N; permanency planning; general substance abuse, domestic violence and mental health issues related to children and families, not related to providing treatment or services; effects of separation, grief, loss, child development and visitation; communication skills; activities designed to preserve, strengthen, and reunify the family if not related to providing treatment or services; assessment regarding a child’s removal from the home, not related directly to conducting a CA/N investigation; independent living issues preparing adolescent for independent living  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 40 hours | Supervisor; Coach  Regional and parish offices and field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
| **Week 19- Work Site**  **Managing Caseload**: Activities related to managing caseload: field visits, team conferences, case staffings, case record activities; multidisciplinary staffings, using DCFS programs and electronic systems in FC, FS and CPS. Discussions withSupervisor and/or Coach in activities of managing caseload.  If assigned new cases, read cases and begin discussion with Supervisor and/ or Coach regarding case management activities on cases. | **RMS and Direct Costs**  **IV-B & SSBG for appropriate costs related to CPS**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Activities related to managing a caseload: i.e., eligibility determinations, referral to services, preparation for and participation in judicial determinations, placements, case reviews, development of case plans, case management, social work practice i.e., family centered practice, social work methods including interviewing and assessment, cultural competency related to children and families, Title IV-E policies and procedures, child abuse and neglect issues, i.e. e., impact of child abuse and neglect on a child, and general overviews of the issues involved in CA/N cases if not related to conducting an investigation of CA/N; permanency planning; general substance abuse, domestic violence and mental health issues related to children and families, not related to providing treatment or services; effects of separation, grief, loss, child development and visitation; communication skills; activities designed to preserve, strengthen, and reunify the family if not related to providing treatment or services; assessment regarding a child’s removal from the home, not related directly to conducting a CA/N investigation; independent living issues preparing adolescent for independent living  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 40 hours | Supervisor; Coach  Regional and parish offices and field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
| **Week 20- Work Site**  **Managing Caseload**: Activities related to managing caseload: field visits, team conferences, case staffings, case record activities; multidisciplinary staffings, using DCFS programs and electronic systems in FC, FS and CPS. Discussions withSupervisor and/or Coach in activities of managing caseload.  If assigned new cases, read cases and begin discussion with Supervisor and/ or Coach regarding case management activities on cases. | **RMS and Direct Costs**  **IV-B & SSBG for appropriate costs related to CPS**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Activities related to managing a caseload: i.e., eligibility determinations, referral to services, preparation for and participation in judicial determinations, placements, case reviews, development of case plans, case management, social work practice i.e., family centered practice, social work methods including interviewing and assessment, cultural competency related to children and families, Title IV-E policies and procedures, child abuse and neglect issues, i.e. e., impact of child abuse and neglect on a child, and general overviews of the issues involved in CA/N cases if not related to conducting an investigation of CA/N; permanency planning; general substance abuse, domestic violence and mental health issues related to children and families, not related to providing treatment or services; effects of separation, grief, loss, child development and visitation; communication skills; activities designed to preserve, strengthen, and reunify the family if not related to providing treatment or services; assessment regarding a child’s removal from the home, not related directly to conducting a CA/N investigation; independent living issues preparing adolescent for independent living  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 40 hours | Supervisor; Coach  Regional and parish offices and field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
| **Week 21- Work Site**  **Managing Caseload**: Activities related to managing caseload: field visits, team conferences, case staffings, case record activities; multidisciplinary staffings, using DCFS programs and electronic systems in FC, FS and CPS. Discussions withSupervisor and/or Coach in activities of managing caseload.  If assigned new cases, read cases and begin discussion with Supervisor and/ or Coach regarding case management activities on cases. | **RMS and Direct Costs**  **IV-B & SSBG for appropriate costs related to CPS**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Activities related to managing a caseload: i.e., eligibility determinations, referral to services, preparation for and participation in judicial determinations, placements, case reviews, development of case plans, case management, social work practice i.e., family centered practice, social work methods including interviewing and assessment, cultural competency related to children and families, Title IV-E policies and procedures, child abuse and neglect issues, i.e. e., impact of child abuse and neglect on a child, and general overviews of the issues involved in CA/N cases if not related to conducting an investigation of CA/N; permanency planning; general substance abuse, domestic violence and mental health issues related to children and families, not related to providing treatment or services; effects of separation, grief, loss, child development and visitation; communication skills; activities designed to preserve, strengthen, and reunify the family if not related to providing treatment or services; assessment regarding a child’s removal from the home, not related directly to conducting a CA/N investigation; independent living issues preparing adolescent for independent living  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 40 hours | Supervisor; Coach  Regional and parish offices and field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
| **Week 22- Work Site**  **Managing Caseload**: Activities related to managing caseload: field visits, team conferences, case staffings, case record activities; multidisciplinary staffings, using DCFS programs and electronic systems in FC, FS and CPS. Discussions withSupervisor and/or Coach in activities of managing caseload.  If assigned new cases, read cases and begin discussion with Supervisor and/ or Coach regarding case management activities on cases. | **RMS and Direct Costs**  **IV-B & SSBG for appropriate costs related to CPS**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Activities related to managing a caseload: i.e., eligibility determinations, referral to services, preparation for and participation in judicial determinations, placements, case reviews, development of case plans, case management, social work practice i.e., family centered practice, social work methods including interviewing and assessment, cultural competency related to children and families, Title IV-E policies and procedures, child abuse and neglect issues, i.e. e., impact of child abuse and neglect on a child, and general overviews of the issues involved in CA/N cases if not related to conducting an investigation of CA/N; permanency planning; general substance abuse, domestic violence and mental health issues related to children and families, not related to providing treatment or services; effects of separation, grief, loss, child development and visitation; communication skills; activities designed to preserve, strengthen, and reunify the family if not related to providing treatment or services; assessment regarding a child’s removal from the home, not related directly to conducting a CA/N investigation; independent living issues preparing adolescent for independent living  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 40 hours | Supervisor; Coach  Regional and parish offices and field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
| **Week 23- Work Site**  **Managing Caseload**: Activities related to managing caseload: field visits, team conferences, case staffings, case record activities; multidisciplinary staffings, using DCFS programs and electronic systems in FC, FS and CPS. Discussions withSupervisor and/or Coach in activities of managing caseload.  If assigned new cases, read cases and begin discussion with Supervisor and/ or Coach regarding case management activities on cases. | **RMS and Direct Costs**  **IV-B & SSBG for appropriate costs related to CPS**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Activities related to managing a caseload: i.e., eligibility determinations, referral to services, preparation for and participation in judicial determinations, placements, case reviews, development of case plans, case management, social work practice i.e., family centered practice, social work methods including interviewing and assessment, cultural competency related to children and families, Title IV-E policies and procedures, child abuse and neglect issues, i.e. e., impact of child abuse and neglect on a child, and general overviews of the issues involved in CA/N cases if not related to conducting an investigation of CA/N; permanency planning; general substance abuse, domestic violence and mental health issues related to children and families, not related to providing treatment or services; effects of separation, grief, loss, child development and visitation; communication skills; activities designed to preserve, strengthen, and reunify the family if not related to providing treatment or services; assessment regarding a child’s removal from the home, not related directly to conducting a CA/N investigation; independent living issues preparing adolescent for independent living  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 40 hours | Supervisor; Coach  Regional and parish offices and field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
| **Week 24- Work Site**  **Managing Caseload**: Activities related to managing caseload: field visits, team conferences, case staffings, case record activities; multidisciplinary staffings, using DCFS programs and electronic systems in FC, FS and CPS. Discussions withSupervisor and/or Coach in activities of managing caseload.  If assigned new cases, read cases and begin discussion with Supervisor and/ or Coach regarding case management activities on cases. | **RMS and Direct Costs**  **IV-B & SSBG for appropriate costs related to CPS**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Activities related to managing a caseload: i.e., eligibility determinations, referral to services, preparation for and participation in judicial determinations, placements, case reviews, development of case plans, case management, social work practice i.e., family centered practice, social work methods including interviewing and assessment, cultural competency related to children and families, Title IV-E policies and procedures, child abuse and neglect issues, i.e. e., impact of child abuse and neglect on a child, and general overviews of the issues involved in CA/N cases if not related to conducting an investigation of CA/N; permanency planning; general substance abuse, domestic violence and mental health issues related to children and families, not related to providing treatment or services; effects of separation, grief, loss, child development and visitation; communication skills; activities designed to preserve, strengthen, and reunify the family if not related to providing treatment or services; assessment regarding a child’s removal from the home, not related directly to conducting a CA/N investigation; independent living issues preparing adolescent for independent living  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 40 hours | Supervisor; Coach  Regional and parish offices and field | Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60 | Mandatory for all newly hired child welfare workers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00 |
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| **In-Service Training** |  |  |  |  |  |
| **Adolescent Development -** This course describes the stages and domains of adolescent development, how to talk with adolescents about healthy relationships and how to resist coercion, explains the role of care adults in supporting adolescents, and demonstrates best practice approach of utilizing Motivational Interviewing. Strategies to promote healthy development of adolescents are demonstrated through the use of case scenarios. | **IV-E Training – 75/25 for appropriate costs**  **IV-E Allowable Activities:** Effects of separation, grief and loss, and child development; issues related to normal development and the impact on child normal development when maltreatment occurs.  **Legal and Related Reference:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d), 235.64(a) (1) and (2). | 1 Day  6.5 hours | Trainers (two trainers are teamed up to teach this course)  State Office and Regional locations and universities | Course Development Hours: 247  Course Update Hours: 130  Preparation Hours: 39 | Mandatory for all newly hired child welfare workers – open to all levels of child welfare staff; CASA, CIP partners, Tribal representatives  Estimated Minimum & Maximum Cost Per Session:  Development: $13,208.00 - $23,803.00  Update: $7,046.00 - $12,876.50  Preparation: $1,794.00 - $2,470.00 |
| **Better Together -** Better Together fosters equal and mutually respectful partnerships between birth parents, foster parents, child welfare agency staff, allies, and community partners. Fathers and mothers, relative care givers, foster parents, and community partners are actively engaged in this experiential training to successfully improve the lives of children/youth and also increase reunification outcomes so that together we achieve our goals of keeping children in safe, loving and permanent homes. | **RMS and Direct Costs**  **IV-E Training -75/25 for appropriate costs**  **IV-E Allowable Activities:**: Placement of the child; development of the case plan; case management and supervision; social work practice, such as family centered practice and social work methods including interviewing and assessment; permanency planning; effects of separation, grief and loss, home studies; child development, and visitation; communication skills required to work with children and families; general substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system; cultural competency related to children and families; activities designed to strengthen, preserve, and reunify the family.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); CWPM, Section 3.1H, Q/A #1; AT-ACF-OISM-001 | 2 days  12 hours | DCFS Trainer and Parent Partner | Course Development Hours: 456  Course Update Hours: 240  Preparation Hours: 72 | All levels of child welfare staff including CPS, Foster Care, Family Services, Adoptions, CASA, CIP and Tribal Representatives  Estimated Minimum & Maximum Cost Per Session:  Development: $24,384.00 - $43,944.00  Update: $13,008.00 - $23,772.00  Preparation: $3,312.00 - $4,560.00 |
| **Centralized Intake** - This course provides program specific skills in CPS for processing intake reports of abuse and/or neglect. This training highlights the importance of utilizing the SDM decision making trees, definitions of allegations, TIPS, ACESS, and engaging reporters with regards to report acceptance and processing calls of abuse and/or neglect. | **RMS and Direct Costs**  **IV-B & SSBG for appropriate costs** | 3 Days  (18 hours)  2-4 sessions | Departmental Trainers (two trainers are teamed up to teach this course)  State Office Location & Regional | Course Development Hours: 684  Course Update Hours: 360  Preparation Hours: 108 | Centralized Intake Staff  Estimated Minimum & Maximum Cost Per Session:  Development: $36,576.00 - $65,916.00  Update: $19,512.00 - $35,658.00  Preparation: $4,968.00 - $6,840.00 |
| **Child Development** - Provides an overview of stages and the milestones of child development from birth to adolescence. Normal physical, cognitive, social, and emotional development is explored. A foundation for understanding the effects of maltreatment on the developmental stages of child development is provided. | **RMS and Direct Costs**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:** Child development issues related to normal development and delays; the impact on child normal development when maltreatment occurs.  **Legal and Related References:** Social Security Act – Section 474(3)(A) of the Social Security Act, and 45CFR 1356.60 | 2 Days  12 hours | Trainers (two trainers are teamed up to teach this course)  State Office and Regional locations and universities | Course Development Hours: 456  Course Update Hours: 240  Preparation Hours: 72 | Mandatory for all newly hired child welfare workers – open to all levels of child welfare staff; CASA, CIP partners, Tribal representatives  Estimated Minimum & Maximum Cost Per Session:  Development: $24,384.00 - $43,944.00  Update: $13,008.00 - $23,772.00  Preparation: $3,312.00 - $4,560.00 |
| **Child Welfare Assessment and Decision Making –** This course ensures staff in all primary programs (Child Protective Services, Family Services, Foster Care) and stakeholders have a clear understanding of how safety, risk and service needs are assessed and addressed throughout the life of a case and impact daily decision making. This course will illustrate the continuity and connectedness of information throughout the life of a case, and how the information guides decision making to improve child safety, appropriate services to reduce repeat maltreatment, child well-being, and timely permanency. | **RMS and Direct Costs**  **IV-E Training -75/25 for appropriate costs**  **IV-E Allowable Activities:** Development of the case plan; case management and supervision; social work practice, such as family centered practice and social work methods including interviewing and assessment; permanency planning; communication skills required to work with children and families; cultural competency related to children and families; activities designed to strengthen, preserve, and reunify the family.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); CWPM, Section 3.1H, Q/A #1; AT-ACF-OISM-001 | Overview: 2 hours  Train the Trainer: 2 days, 11 hours  Level 1: 3 hours  Level 2: 1.5 days, 8.5 hours  Level 3: 1.5 days, 8.5 hours | Departmental Trainers, Regional Program Specialists, and CWADM Change Champions  State Office and Regional locations and universities | Overview:  Course Development Hours: 76  Course Update Hours: 40  Preparation Hours: 12  Train the Trainer:  Course Development Hours: 418  Course Update Hours: 220  Preparation Hours: 66  Level 1:  Course Development Hours: 114  Course Update Hours: 60  Preparation Hours: 18  Level 2 &3:  Course Development Hours: 32  Course Update Hours: 170  Preparation Hours: 51 | All levels of child welfare staff  Estimated Minimum & Maximum Cost Per Session:  Overview:  Development: $4,064.00 - $7,324.00  Update: $2,168.00 - $3,962.00  Preparation: $552.00 - $760.00  Train the Trainer:  Development: $22,352.00 - $40,282.00  Update: $11,924.00 - $21,791.00  Preparation: $3,036.00 - $4,100.00  Level 1:  Development: $6,096.00 - $10,986.00  Update: $3,252.00 - $5,943.00  Preparation: $828.00 - $1,140.00  Level 2 &3:  Development: $17,272.00 - $31,127.00  Update: $9,214.00 - $16,838.50  Preparation: $2,346.00 - $3,230.00 |
| **Child Welfare Courtroom Simulation Training –** This courseprovides workers a realistic introduction to testifying in a legal proceeding.  This simulation experience will assist new workers to enhance their skills and professionalism when testifying in cases of abuse and neglect. The goal is for workers’ testimony to meet the various judicial standards of practice, facilitate effective child protection decision-making, and support achievement of safety, permanency and well-being outcomes for children and families. | **RMS and Direct Costs**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:** Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 2 days  12 hours | Departmental Trainers, representatives of the legal system  Local court or University mock courtroom | Course Development Hours: 456  Course Update Hours: 240  Preparation Hours: 72 | Mandatory for all newly hired child welfare workers – open to all levels of child welfare staff; CASA, CIP partners, Tribal representatives  Estimated Minimum & Maximum Cost Per Session:  Development: $24,384.00 - $43,944.00  Update: $13,008.00 - $23,772.00  Preparation: $3,312.00 - $4,560.00 |
| **DCFS New Worker Orientation: The Road to Success** – This instructor led course is expected to provide new DCFS employees with the Department’s expectations and the knowledge and skills needed to integrate successfully into the workplace. The training is designed to provide an overview of the organizational structure, vision, values, mission, strategic plan, principles of practice and a brief summary of agency programs. Additionally, employees will be given training expectations for their job area. Technical information regarding LEO, DCFS Intranet, Outlook, and travel expense procedures are included. | **RMS and Direct Costs**  **IV E Training 50/50 for appropriate costs**  **IV-E Allowable Activities:** State agency personnel policies and procedures.  **Legal and Related References:** Title IV-E Program 45CFR1356.60 | 5.5 hours | DCFS Regional Trainers | Not applicable | All levels of child welfare staff |
| **Domestic Violence and Child Welfare -** This training will address foundational issues of domestic violence, including the dynamics of domestic violence, screening techniques, interventions and the effects of domestic violence on children. | **RMS and Direct Costs**  **IV-E Training - 75/25 for appropriate costs**  **Allowable Activities:**  Training associated with understanding the impact of Domestic Violence to make effective case plans, placement decisions, and to enhance social work practice skills.  **Legal and Related References:** Social Security Act – Section 474(3)(A) of the Social Security Act, and 45CFR 1356.60 | 5 hours | Departmental Trainers, Staff of Louisiana Coalition Against Domestic Violence | Course Development Hours: 190  Course Update Hours: 100  Preparation Hours: 30 | All levels of child welfare staff, CASA, CIP and Tribal Representatives  Estimated Minimum & Maximum Cost Per Session:  Development: $10,160.00 - $18,310  Update: $5,420.00 - $9,905.00  Preparation: $1,380.00 - $1,900.00 |
| **Family Engagement –** Focuses on a family-centered practice approach with regards to engaging families in child welfare practice. The use of strength-based solution focused strategies; systems theory and the interactional helping model are addressed in terms of establishing a successful framework for child welfare workers to use healthy and successful engagement techniques in working with families and children to promote positive outcomes. | **RMS and Direct Costs**  **IV-E Training -75/25 for appropriate costs**  **IV-E Allowable Activities:**: Placement of the child; development of the case plan; case management and supervision; social work practice, such as family centered practice and social work methods including interviewing and assessment; permanency planning; effects of separation, grief and loss, home studies; child development, and visitation; communication skills required to work with children and families; general substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system; cultural competency related to children and families; activities designed to strengthen, preserve, and reunify the family.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); CWPM, Section 3.1H, Q/A #1; AT-ACF-OISM-001 | 2 days  (12 hours)  Short Term  12-15 sessions | Departmental Trainers  State Office Location & Regional | Course Development Hours: 456  Course Update Hours: 240  Preparation Hours: 72 | All levels of child welfare staff including CPS, Foster Care, Family Services, Adoptions, CASA, CIP and Tribal Representatives  Estimated Minimum & Maximum Cost Per Session:  Development: $24,384.00 - $43,944.00  Update: $13,008.00 - $23,772.00  Preparation: $3,312.00 - $4,560.00 |
| **Family Search and Engagement Training –** This course will introduce a collection of strategies that help locate and engage family members and fictive kin for children who enter foster care. These strategies aim to find relatives and other important adults who can provide permanent homes for children and youth, or caring, lifelong support networks that can provide relational permanence if relatives are unable to care for children in their homes. | **RMS and Direct Costs**  **IV-E Training -75/25 for appropriate costs**  **IV-E Allowable Activities:**: Placement of the child; development of the case plan; case management and supervision; social work practice, such as family centered practice and social work methods including interviewing and assessment; permanency planning; effects of separation, grief and loss, communication skills required to work with children and families; cultural competency related to children and families; activities designed to strengthen and preserve the family.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); CWPM, Section 3.1H, Q/A #1; AT-ACF-OISM-001 | To Be Determined | Departmental or LCWTA Trainers  Annie E. Casey Foundation  State Office Location & Regional | To Be Determined | All levels of child welfare staff  Estimated Minimum and Maximum Cost/Session: To be determined. |
| **Engagement in the Family Team Meeting Process –** This course will introduce techniques to improve engagement and enhance practice within Family Team Meetings (FTM) with parents, youth and stakeholders. Participants will also be introduced to supervisory tools to aid in the description, explanation, performance expectations and assessment of family teaming practice. | **RMS and Direct Costs**  **IV-E Training -75/25 for appropriate costs**  **IV-E Allowable Activities:**: Placement of the child; development of the case plan; case management and supervision; social work practice, such as family centered practice and social work methods including interviewing and assessment; permanency planning; effects of separation, grief and loss, home studies; child development, and visitation; communication skills required to work with children and families; general substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system; cultural competency related to children and families; activities designed to strengthen, preserve, and reunify the family.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); CWPM, Section 3.1H, Q/A #1; AT-ACF-OISM-001 | 3 hours | Departmental or LCWTA Trainers  State Office Location & Regional | Course Development Hours: 114  Course Update Hours: 60  Preparation Hours: 18 | Child Welfare supervisors and managers, professional child welfare personnel  Estimated Minimum & Maximum Cost Per Session:  Development: $6,096.00 - $10,986.00  Update: $3,252.00 - $5,943.00  Preparation: $828.00 - $1,140.00 |
| **Foundations of Infant Mental Health –** This course emphasizes how the infant and young child's very earliest experiences affect later health and development. Grounded in attachment theory and incorporating up-to-date research, the program is video-rich and uses didactic as well as interactive approaches to highlight the fundamental importance of the parent-infant relationship in consideration of early brain development, the infant's social and emotional development, the cultural and ethnic contexts of parenting, and the implications for psychopathology, assessment and intervention. | **RMS and Direct Costs**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:** Child development issues related to normal development and delays; the impact on child normal development when maltreatment occurs.  **Legal and Related References:** Social Security Act – Section 474(3)(A) of the Social Security Act, and 45CFR 1356.60 | 6 days  33 hours | University of Louisiana at Lafayette Trainers | Not applicable | All levels of child welfare staff Estimated Minimum Cost/Session: $65,175  Estimated Maximum Cost/Session: $195,525 |
| **LGBTQ** - All offices of DCFS are committed to promoting awareness and helping make sure that all of our services are affirming of LGBTQ (lesbian, gay, bisexual, transgender, andquestioning) youth and families**.** This training provides information on LGBTQ competent practice in Louisiana’s DCFS system. The training will cover the following: LGBTQ terms; DCFS policy changes and approaches to working more effectively with LGBTQ children, youth and families. | **RMS and Direct Costs**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:** Cultural Competency related to children and families.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D) | 3.75 Hours | Departmental Trainers  State Office Location & Regional | Course Development Hours: 142.5  Course Update Hours: 75  Preparation Hours: 22.5 | All levels of child welfare staff, CASA, CIP and Tribal Representatives  Estimated Minimum & Maximum Cost Per Session:  Development: $7,620.00 - $13,732.50  Update: $4,065.00 - $7,428.75  Preparation: $1,035.00 - $1,425.00 |
| **Life Books – Connecting the Missing Pieces** – To provide practical skills to assist children and caregivers in developing life books that record the journey through foster care. Focuses on using the development of the life book over time as a clinical or therapeutic tool for helping a child to work through the issues of separation and loss; Identifies approaches for life book work with children. Explains benefits of life book work for foster child, social worker, and foster parent; Explains how life books are important to the healing process for foster children; and lists critical information to include in the life book | **RMS and Direct Costs**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:** Cultural Competency related to children and families, Child Abuse and neglect issues; such as the impact of child abuse and neglect on a child and general overviews of the issues involved in a child abuse/neglect investigations if a training is not related to how to conduct an investigation of child abuse/neglect, placement of the child; permanency planning including using kinship care as a resource for children involved in the child welfare system; effects of separation, grief and loss, child development and visitation.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); CWPM, Section 3.1H, Q/A #1; AT-ACF-OISM-001 | 1 Day  (6 hours)  Short Term  2-4 sessions | Departmental Trainers  State Office Location & Regional | Course Development Hours: 228  Course Update Hours: 120  Preparation Hours: 36 | All levels of child welfare staff including Home Development Staff and Foster/Adoptive Parent Co-leaders; CASA, CIP and Tribal representatives  Estimated Minimum & Maximum Cost Per Session:  Development: $12,192.00 - $21,972.00  Update: $6,504.00 - $11,886.00  Preparation: $1,656.00 - $2,280.00 |
| **Motivational Interviewing –** This course teaches how to build rapport and create authentic engagement with different diverse groups, use direct, empathetic communication to create an effective relationship, negotiate goal setting with clients, and provide advice and information collaboratively. | **RMS and Direct Costs**  **IV-E Training -75/25 for appropriate costs**  **IV-E Allowable Activities:**: Placement of the child; development of the case plan; case management and supervision; social work practice, such as family centered practice and social work methods including interviewing and assessment; permanency planning; effects of separation, grief and loss, home studies; child development, and visitation; communication skills required to work with children and families; general substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system; cultural competency related to children and families; activities designed to strengthen, preserve, and reunify the family.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); CWPM, Section 3.1H, Q/A #1; AT-ACF-OISM-001 | 2 days  (12 hours) | Departmental Trainers  State Office Location & Regional | Course Development Hours: 456  Course Update Hours: 240  Preparation Hours: 72 | All levels of child welfare staff including CPS, Foster Care, Family Services, Adoptions, CASA, CIP and Tribal Representatives  Estimated Minimum & Maximum Cost Per Session:  Development: $24,384.00 - $43,944.00  Update: $13,008.00 - $23,772.00  Preparation: $3,312.00 - $4,560.00 |
| **New Worker Legal –** This course provides new workers with the fundamental knowledge and skills needed for Child Welfare service delivery common to CPS, FS, and FC program areas. Legal Training will include specific information to assist  in introducing new Child Welfare staff to their roles and responsibilities. The training will  also discuss types of hearings as it relates to children and families involved with DCFS  regarding safety, permanency, and well-being. | **RMS and Direct Costs**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:** Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Independent living and the issues confronting adolescents, preparing for independent living consistent with section 477 (b) (3) (D) of the act and the child welfare policy manual (CWPM) section 3 1 H QA 1. Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 6.5 Hours | Legal staff member and trainer  State Office and Regional locations and universities | Course Development Hours: 247  Course Update Hours: 130  Preparation Hours: 39 | Mandatory for all newly hired child welfare workers – open to all levels of child welfare staff; CASA, CIP partners, Tribal representatives  Estimated Minimum & Maximum Cost Per Session:  Development: $13,208.00 - $23,803.00  Update: $7,046.00 - $12,876.50  Preparation: $1,794.00 - $2,470.00 |
| **Orientation – Welcome to DCFS**  This course provides an overview of DCFS. The purpose of this course is share with new employees the Department’s Mission, Vision, Philosophy, goals and expectations. Trainees receive information regarding: confidentiality, dressing for court and general personnel policies and procedures. | **RMS and Direct Costs**  **IV E Training 50/50 for appropriate costs**  **IV-E Allowable Activities:** State agency personnel policies and procedures.  **Legal and Related References:** Title IV-E Program 45CFR1356.60 | 1 hour CBT with a reading assignment | DCFS Regional Training Staff | Course Development Hours: 40  Course Update Hours: 20  Preparation Hours: N/A | All levels of DCFS staff  Estimated Cost/Session:  Minimum $2,600  Maximum $6,770 |
| **Physical Indicators of Child Maltreatment -** This course helps staff recognize physical indicators of child abuse and neglect, and to describe these observations using objective language. Some behavioral indicators are discussed. Emphasis is placed on common types of injuries resulting from child abuse and neglect. Also reviewed are the elements in a child’s history of injuries which should alert health professionals to the possibility of abuse/neglect. A differentiation is made between those factors that relate to organic and inorganic failure to thrive cases. Growth charts are utilized as pertinent tools in assessing the health status of a child. Looks good | **RMS and Direct Costs**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities**: Child abuse and neglect issues, such as impact of child abuse/neglect on a child, and general overviews of the issues involved in child abuse/neglect cases if the training is not related on how to conduct an investigation of child abuse/neglect.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 2 Days  (12 hours)  1 day , 6 hours | Trainers (two trainers are teamed up to teach this course)  State Office and Regional locations and universities | Course Development Hours: 456  Course Update Hours: 240  Preparation Hours: 72 | All levels of child welfare staff, CASA, CIP and Tribal Representatives  Estimated Minimum & Maximum Cost Per Session:  Development: $24,384.00 - $43,944.00  Update: $13,008.00 - $23,772.00  Preparation: $3,312.00 - $4,560.00 |
| **Practicing Permanency -** Each session helps professionals develop the sensitivity, and more importantly, the competence needed to work with children and youth who come from a background of abuse and neglect and who are being raised in a family other than their birth family. The course focuses on practices for working with all members of the family including birth parents; foster and adoptive parents; kinship caregivers and the foster/adopted person. Through the use of videos, lecture, classroom discussion and interactive activities, web-based learning, panel presentations, and guest lectures from permanency professionals, participants gain an in-depth understanding of the issues affecting permanency, and develop advanced skills. | **RMS and Direct Costs**  **IV-E Training 75/25 for appropriate costs**  **IV-E Allowable Activities:** Permanency planning; effects of separation, grief and loss, child development, communication skills required to work with children and families; general substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system; cultural competency related to children and families, effects of abuse and neglect of children related to developing healthy attachments, self- worth and forming positive relationships.  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 10 Days, 6 hours each day | Departmental Trainers  State Office Location & Regional | Course Development Hours: 2280  Course Update Hours: 1200  Preparation Hours: 360 | All levels of child welfare staff  Estimated Minimum & Maximum Cost Per Session:  Development: $121,920.00 - $219,720.00  Update: $65,040.00 - $118,860.00  Preparation: $16,560.00 - $22,800.00 |
| **QPI Planful Transitions** – This course provides intensive information on development of transition plans that are thoughtful and based upon the needs of each child; providing staff with practice skills to formulate plans that will support successful transitions and permanency. Among the targeted practice areas to be addressed include importance of and strategies for engagement of families and children in the plan development, assessing appropriateness of the planned move, preparing all parties for the move and need for transition, and securing buy in from all involved parties. | **RMS and Direct Costs**  **IV-E Training 75/25 for appropriate costs**  **IV-E Allowable Activities:** Permanency planning; effects of separation, grief and loss, child development, communication skills required to work with children and families; general substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system; cultural competency related to children and families, effects of abuse and neglect of children related to developing healthy attachments, self- worth and forming positive relationships.  **Legal and Related References:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 1 Day  6.5 hours | Departmental Trainers  State Office Location & Regional | Course Development Hours: 247  Course Update Hours: 130  Preparation Hours: 39 | All levels of child welfare staff  Estimated Minimum & Maximum Cost Per Session:  Development: $13,208.00 - $23,803.00  Update: $7,046.00 - $12,876.50  Preparation: $1,794.00 - $2,470.00 |
| **Quality Improvement Center for Workforce Development**  **A)** **Permanency Team Practice Development -** Permanency staff will learn key elements to understand how to utilize the Teaming Model in case practice, what information is needed in a transfer staffing from the prevention team, how to assess for caretaker protective capacities and how to utilize that information to engage the family and build an adequate assessment, how to adequately assess safety of children, how to utilize critical thinking during staffings to make quality case decisions for families for successful outcomes, and how to incorporate the TeamingModel intoPractice. The Teaming Specialist will be provided with more information on Child Welfare Practice and the Teaming Model.  **B) Prevention Team Practice Development -** Prevention staff will learn the benefits of teaming, discuss, demonstrate and implement operating standards for their respective units. The training will review key elements of practice, roles and responsibilities of the Prevention Unit with emphasis to adequately assess safety of children (a) understand how history impacts case decision making (b) assessing safety, assessing for services, making referrals and (c) making quality case decisions for families for successful outcomes.  **C) Team Building Training –** Participants will establish a common framework for leading and working in a new team-oriented environment; align team leadership knowledge, skills and abilities and approach to job redesign; and strengthen leader's team building ability to create team culture/unity.  **D) Child Welfare Teaming Specialists:**  **1) New Child Welfare Worker Orientation (NCWWO) Week 1 Classroom (Revised)**  **2) New Child Welfare Worker Orientation (NCWWO) Week 2 Classroom**  **3) New Child Welfare Worker Orientation (NCWWO) Week 3 Classroom**  **4) Computer Lab Training for FATS, TIPS and ACESS -** Participants will learn the mechanics of FATS through navigating the system in the training environment. Participants will be able to navigate FATS, enter case documentation, and complete assessments and case plans in the training environment of FATS.  **5) Tracking Information Payment System (TIPS):** The training will include different methods of logging in to the TIPS system, searching TIPS and reviewing data in TIPS. Team Specialist will learn how to log in to TIPS, how to view and understand different screens in the TIPS system and how to work an inquiry and update modes in TIPS.  **6) ACESS 2.0 System –** Participants will learn to navigate the ACESS 2.0 system, complete client searches, create an Intake Case, register clients, create an Investigation Case, maintain information about people and cases, and create communications and attachments within the ACESS 2.0 system. | **RMS and Direct Costs**  **IV-E Training -75/25 for appropriate costs**  **IV-E Allowable Activities:**: Placement of the child; development of the case plan; case management and supervision; social work practice, such as family centered practice and social work methods including interviewing and assessment; permanency planning; visitation; communication skills required to work with children and families; cultural competency related to children and families; activities designed to strengthen, preserve, and reunify the family.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); CWPM, Section 3.1H, Q/A #1; AT-ACF-OISM-001 | **A & B)** 1 day  6 hours  **C)** 1 ½ days  10 hours  **D)**  **1)** 22 hours  **2)** 25 hours  **3)**  25 hours  **4)**  2 hours  **5)** 3 hours  **6)**  6 hours | Departmental or LCWTA Trainers | **A & B)** Course Development Hours: 228  Course Update Hours: 120  Preparation Hours: 36  **C)** Course Development Hours: 380  Course Update Hours: 200  Preparation Hours: 60  **D)** Course Development Hours: 3344  Course Update Hours: 1760  Preparation Hours: 528 | **A)** Foster Care Permanency Unit Specialists and Supervisors  Estimated Minimum & Maximum Cost Per Session:  Development: $12,192.00 - $21,972.00  Update: $6,504.00 - $11,886.00  Preparation: $1,656.00 - $2,280.00  **B)** Prevention Unit CPS and FS Specialists, Managers and Supervisors and teaming specialists  **C)** Teaming Unit Supervisors and Managers  Estimated Minimum & Maximum Cost Per Session:  Development: $20,320.00 - $36,620.00  Update: $10,840.00 - $19,810.00  Preparation: $2,760.00 - $3,800.00  **D)** Child Welfare Teaming Specialists  Estimated Minimum & Maximum Cost Per Session:  Development: $178,816.00 - $322,256.00  Update: $95,392.00 - $174,328.00  Preparation: $24,288.00 - $33,440.00 |
| **Separation and Placement**:  This course focuses on the effects of separation, loss and grief often experienced by children, families, caregivers, social workers and others impacted by the child welfare system.  Information will be shared regarding the profound impact that separation from parents can have on children emotionally and developmentally. In addition this course focuses on the importance of attachment in the lives of children and their ability to develop positive relationships with peers and adults, as well as, develop positive feelings of self-worth.  Information will be shared regarding how abuse and/or neglect can impact children developing healthy attachments. | **RMS and Direct Costs**  **IV-E Training -75/25 for appropriate costs**  **IV-E Allowable Activities:**: Placement of the child; development of the case plan; case management and supervision; social work practice, such as family centered practice and social work methods including interviewing and assessment; permanency planning; effects of separation, grief and loss, home studies; child development, and visitation; communication skills required to work with children and families; cultural competency related to children and families; activities designed to strengthen, preserve, and reunify the family.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); CWPM, Section 3.1H, Q/A #1; AT-ACF-OISM-001 | 2 days  (12 hours)  Short Term | Departmental Trainers  State Office Location & Regional | Course Development Hours: 456  Course Update Hours: 240  Preparation Hours: 72 | Open to all levels of child welfare staff including: CPS, Foster Care, Family Services, Adoptions, CASA, CIP and Tribal representatives  Estimated Minimum & Maximum Cost Per Session:  Development: $24,384.00 - $43,944.00  Update: $13,008.00 - $23,772.00  Preparation: $3,312.00 - $4,560.00 |
| **Simulation Training -** Simulation training exercises will be designed thatoffer guided, immersive experiences that evoke or replicate aspects of the real world professional experience in a fully interactive fashion. These simulation trainings will promote, develop, and reinforce key social work skills (e.g. client engagement, critical thinking, assessment skills, interviewing techniques, decision-making, analysis, and problem solving). | **RMS and Direct Costs**  **IV-E Training -75/25 for appropriate costs**  **IV-E Allowable Activities:**: Placement of the child; development of the case plan; case management and supervision; social work practice, such as family centered practice and social work methods including engagement, interviewing and assessment; permanency planning; effects of separation, grief and loss, home studies; child development, and visitation; communication skills required to work with children and families; general substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system; cultural competency related to children and families; activities designed to strengthen, preserve, and reunify the family.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); CWPM, Section 3.1H, Q/A #1; AT-ACF-OISM-001 | To be determined | Departmental Trainers and University Alliance staff | To be determined | All levels of child welfare staff and tribal representatives  Estimated Minimum and Maximum Cost/Session: Varies according to length of training |
| **Social Work Ethics: A Celebration of Who We Are** –Primary focus is on Louisiana DCFS’ and NASW Codes of Ethics, Child Welfare vision, core values and mission are stressed. Key concepts of this training are: Right of Child vs Right of Parent, Right to Privacy, Concept of Duality, Common Ethics Violations, NASW Six Core Values. | **RMS and Direct Costs**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:**  Ethics training associated with a title  IV-E State Plan requirement, such as confidentiality requirements in section 471(a) (8) of the Act  **Legal and Related References:** Social Security Act – Section 474(a)(3)(E); 45 CFR 1356.60(c) | Computer Based Training  (3 hours) | Departmental Trainer | Course Development Hours: 120  Course Update Hours: 60 | Professional Level Staff  Estimated Minimum Cost/Session: $7,800.00  Estimated Maximum Cost/Session: $20,310.00 |
| **Substance Use 101 –** This course provides Louisiana child welfare professionals with the knowledge they need to identify and respond appropriately to the unique needs of the families that are experiencing substance use and/or co-occurring disorders. This course will define addiction by focusing on how substance use affects the brain, and will demonstrate the role of biological, psychological, social, and environmental factors in contributing to a person developing an addiction, as well as impacting recovery. Throughout this course, child welfare professionals will learn to identify the effects of substance use and co-occurring disorders on parenting, and recognize the risks to the children of the families they serve. | **RMS and Direct Costs**  **IV E Training 75/25 for appropriate costs**  **IV-E Allowable Activities:** General substance abuse issues related to children and families in the child welfare system, if the training is not related to providing treatment or services.  **Legal and Related References:** Social Security Act – Section 474(3)(A) of the Social Security Act, and 45CFR 1356.60 | 2 Days  (12 hours) | Departmental Trainers  State Office Location & Regional | Course Development Hours: 456  Course Update Hours: 240  Preparation Hours: 72 | All levels of child welfare staff, CASA, CIP and Tribal Representatives  Estimated Minimum & Maximum Cost Per Session:  Development: $24,384.00 - $43,944.00  Update: $13,008.00 - $23,772.00  Preparation: $3,312.00 - $4,560.00 |
| **Title IV-E Student Orientation, Community of Practice, and Support Groups** - Review of Child Welfare practice principles and critical components of a meaningful internship experience. Support groups and community of practice (online version of support groups) provide professional development and support for Title IV-E recipients that are currently employed and/or interning with the Department of Children & Family Services. This includes mentoring by DCFS staff and advanced scholars, educational opportunities, and the development of an online digital knowledge base. | **RMS and Direct Costs**  **IV-E Training @ 75/25 & IV-E Training @ 50/50 for appropriate costs**  **Split 75% of course is eligible at 75/25 and 25% of the course is eligible for at 50/50**  **IV-E Allowable Activities:** Social work practice, such as family centered practice and social work methods including interviewing and assessment, cultural competency related to children and child abuse and neglect issues, such as the impact of child abuse and neglect on a child, and general overviews of the issues involved in child abuse/neglect investigations, if the training is not related to how to conduct an investigation of child abuse and neglect., title IV-E policies and procedures, ethics training associated with a title IV-E state plan such as confidentiality, worker safety  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); CWPM, Section 3.1H; & Social Security Act – Section 474(a)(3)(E); 45 CFR 1356.60(c) | Orientation: 1 Day. 6hours  Support group meetings: 4 Days, 6 hours each.  Community of Practice Sessions: 24 Sessions, 2 hours each. | Departmental Trainers  State Office and State Public Universities  Online through Zoom and Digital LMS platforms. | Course Development Hours: 228  Course Update Hours: 120  Preparation Hours: 36 | All Title IV-E student interns and any other student interns. Interns participate in support groups during internship and for first three years of employment with DCFS.  Estimated Minimum & Maximum Cost Per Session:  Development: $12,192.00 - $21,972.00  Update: $6,504.00 - $11,886.00  Preparation: $1,656.00 - $2,280.00 |
| **Trauma Informed Care -** This course is designed to provide a basic working knowledge of trauma in the child welfare system. Participants will be able to recognize the effects of trauma in children, identify how trauma affects children at the various stages of development, recognize child traumatic grief and understand the long term effects of trauma. Participants will also understand the different types of trauma and gain insight to help the children, birth families and resource parents in dealing with the aftermath of childhood trauma. | **RMS and Direct Costs**  **IV-E Training -75/25 for appropriate costs**  **IV-E Allowable Activities:**: Placement of the child; development of the case plan; case management and supervision; social work practice, such as family centered practice and social work methods including interviewing and assessment; permanency planning; effects of trauma, separation, grief and loss, child development, and visitation; communication skills required to work with children and families; cultural competency related to children and families; activities designed to strengthen, preserve, and reunify the family.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); CWPM, Section 3.1H, Q/A #1; AT-ACF-OISM-001 | 1 ½ days  9.25 hours | Departmental or LCWTA Trainers | Course Development Hours: 351.50  Course Update Hours: 185  Preparation Hours: 55.5 | All levels of child welfare staff, CASA, CIP and Tribal Representatives  Estimated Minimum & Maximum Cost Per Session:  Development: $18,796.00 - $33,873.50  Update: $10,027.00 - $18,324.25  Preparation: $2,553.00 - $3,515.00 |
| **Trust Based Relational Intervention (TBRI) -** Children and youth who have experienced foster care have often experienced complex developmental trauma, demonstrating an interactive set of psychological and behavioral  issues. Trust-Based Relational Intervention (TBRI) is a model that trains caregivers to provide effective support and care for at-risk children. TBRI has been used effectively with children and youth of all ages and all risk levels. | **RMS and Direct Costs**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:** Cultural Competency related to children and families, Child Abuse and neglect issues; such as the impact of child abuse and neglect on a child and general overviews of the issues involved in a child abuse/neglect investigations if a training is not related to how to conduct an investigation of child abuse/neglect, placement of the child; permanency planning including using kinship care as a resource for children involved in the child welfare system; effects of trauma, separation, grief and loss, child development and visitation.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); CWPM, Section 3.1H, Q/A #1; AT-ACF-OISM-001 | Length of training varies. Typically two days, 12 hours. | Departmental Trainers  State Office Location & Regional | Course Development Hours: 456  Course Update Hours: 240  Preparation Hours: 72 | All levels of child welfare staff, CASA, foster/adoptive parents, CIP, community partners and Tribal Representatives  Estimated Minimum & Maximum Cost Per Session:  Development: $24,384.00 - $43,944.00  Update: $13,008.00 - $23,772.00  Preparation: $3,312.00 - $4,560.00 |
| **TBRI: Introduction & Overview -** Parenting is challenging, particularly when you are parenting a child from a hard place. Children from hard places include children who experienced distress in the womb or during delivery, were hospitalized early in life, were abused or neglected, or experience trauma, whether natural or man-made. TBRI® Introduction & Overview will focus on understanding the meaning of child behaviors, the brain chemistry of a child from a hard place, and how to help children and families heal and connect. | **RMS and Direct Costs**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:** Cultural Competency related to children and families, Child Abuse and neglect issues; such as the impact of child abuse and neglect on a child and general overviews of the issues involved in a child abuse/neglect investigations if a training is not related to how to conduct an investigation of child abuse/neglect, placement of the child; permanency planning including using kinship care as a resource for children involved in the child welfare system; effects of trauma, separation, grief and loss, child development and visitation.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); CWPM, Section 3.1H, Q/A #1; AT-ACF-OISM-001 | 5 Hours | Crossroads NOLA  State Office and Regional locations | Course Development Hours: 190  Course Update Hours: 100  Preparation Hours: 30 | All levels of child welfare staff, foster/adoptive parents, CASA, CIP, community partners and Tribal Representatives  Estimated Minimum & Maximum Cost Per Session:  Development: $10,160.00 - $18,310  Update: $5,420.00 - $9,905.00  Preparation: $1,380.00 - $1,900.00 |
| **TBRI: Empowering Principles -** TBRI® Empowering Principles will provide an in-depth look at ways to empower your children by meeting their unique physical needs and creating an environment in which they can succeed. This session includes information on sensory processing and practical tools and skills to help children regulate their emotions and behaviors. | **RMS and Direct Costs**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:** Cultural Competency related to children and families, Child Abuse and neglect issues; such as the impact of child abuse and neglect on a child and general overviews of the issues involved in a child abuse/neglect investigations if a training is not related to how to conduct an investigation of child abuse/neglect, placement of the child; permanency planning including using kinship care as a resource for children involved in the child welfare system; effects of trauma, separation, grief and loss, child development and visitation.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); CWPM, Section 3.1H, Q/A #1; AT-ACF-OISM-001 | 5 Hours | Crossroads NOLA  State Office and Regional locations | Course Development Hours: 190  Course Update Hours: 100  Preparation Hours: 30 | All levels of child welfare staff, foster/adoptive parents, CASA, CIP, community partners and Tribal Representatives  Estimated Minimum & Maximum Cost Per Session:  Development: $10,160.00 - $18,310  Update: $5,420.00 - $9,905.00  Preparation: $1,380.00 - $1,900.00 |
| **TBRI: Connecting Principles -** TBRI® Connecting Principles will provide and in-depth look at connection and attachment and will give you strategies and skills for helping children and families heal. | **RMS and Direct Costs**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:** Cultural Competency related to children and families, Child Abuse and neglect issues; such as the impact of child abuse and neglect on a child and general overviews of the issues involved in a child abuse/neglect investigations if a training is not related to how to conduct an investigation of child abuse/neglect, placement of the child; permanency planning including using kinship care as a resource for children involved in the child welfare system; effects of trauma, separation, grief and loss, child development and visitation.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); CWPM, Section 3.1H, Q/A #1; AT-ACF-OISM-001 | 5 Hours | Crossroads NOLA  State Office and Regional locations | Course Development Hours: 190  Course Update Hours: 100  Preparation Hours: 30 | All levels of child welfare staff, foster/adoptive parents, CASA, CIP, community partners and Tribal Representatives  Estimated Minimum & Maximum Cost Per Session:  Development: $10,160.00 - $18,310  Update: $5,420.00 - $9,905.00  Preparation: $1,380.00 - $1,900.00 |
| **TBRI: Correcting Principles -** TBRI® Correcting Principles will provide an in-depth look at strategies for correcting behaviors. | **RMS and Direct Costs**  **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:** Cultural Competency related to children and families, Child Abuse and neglect issues; such as the impact of child abuse and neglect on a child and general overviews of the issues involved in a child abuse/neglect investigations if a training is not related to how to conduct an investigation of child abuse/neglect, placement of the child; permanency planning including using kinship care as a resource for children involved in the child welfare system; effects of trauma, separation, grief and loss, child development and visitation.  **Legal and Related References:** Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2); CWPM, Section 3.1H, Q/A #1; AT-ACF-OISM-001 | 5 Hours | Crossroads NOLA  State Office and Regional locations | Course Development Hours: 190  Course Update Hours: 100  Preparation Hours: 30 | All levels of child welfare staff, foster/adoptive parents, CASA, CIP, community partners and Tribal Representatives  Estimated Minimum & Maximum Cost Per Session:  Development: $10,160.00 - $18,310  Update: $5,420.00 - $9,905.00  Preparation: $1,380.00 - $1,900.00 |
| **Understanding Girls -** Participants will gain an understanding about how early attachment  experiences impact one's later expectations for safety in the world, trust in and protection  from others, and self-worth. Participants will be introduced to research on how culture and  parenting practices set the norms for how girls experience and express emotions. Participants will gain an understanding of risk and resiliency factors associated with vicarious trauma, compassion fatigue and post-traumatic stress disorder. This training draws upon the information on the socio-cultural construction of the rules for girls and  emotion to help participants understand the important and potentially lethal role of relational  aggression in the lives of girls, as well as the relationship between relational aggression  and physical violence. Training will also focus on psychosexual development and sexuality. | **IV-E Training – 75/25 for appropriate costs**  **IV-E Allowable Activities:** Effects of separation, grief and loss, and child development; issues related to normal development and the impact on child normal development when maltreatment occurs.  **Legal and Related Reference:** Title IV-E Program 45CFR1356.60; Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d), 235.64(a) (1) and (2). | 2 Days  (12 hours) | Trainers (two trainers are teamed up to teach this course)  State Office and Regional locations and universities | Course Development Hours: 456  Course Update Hours: 240  Preparation Hours: 72 | All levels of child welfare staff, foster/adoptive parents, CASA, CIP and Tribal Representatives  Estimated Minimum & Maximum Cost Per Session:  Development: $24,384.00 - $43,944.00  Update: $13,008.00 - $23,772.00  Preparation: $3,312.00 - $4,560.00 |
| **Mastering the Art of Child Welfare Supervision** - This 6 module course is designed for new child welfare supervisors. | General Child Welfare; IV-E - 50/50  Allowable Activities: General supervisory skills or other generic skills needed to perform specific jobs training.  **Legal and Related References:** Social Security Act – Section 474(a)(3)(E); 45 CFR 1356.60(c) | Supervisors - 12 days, 6 hours/day, Short Term  Program Operations Managers – 4 days, 3 hours/day, Short Term | Trainers (two trainers are teamed up to teach this course)  State Office and Regional locations and universities | Course Development Hours: 2736  Course Update Hours: 1440  Preparation Hours: 432 | First line supervisors and their Program Operations Manager  Estimated Minimum & Maximum Cost Per Session:  Development: $146,304.00 - $263,664.00  Update: $78,048.00 - $142,632.00  Preparation: $19,872.00 - $27,360.00 |
| Module 1: Effective Leadership: Making the Transition From Social Worker to Supervisor - This course examines the common experiences / issues of new supervisors, the first key tasks of new supervisors, and provides new supervisors with an opportunity to examine their leadership style. | General Child Welfare; IV-E - 50/50  Allowable Activities: General supervisory skills or other generic skills needed to perform specific jobs training.  **Legal and Related References:** Social Security Act – Section 474(a)(3)(E); 45 CFR 1356.60(c) | (2 Days) Short-term |  |  |  |
| Module 2: Achieving Excellence In Staff Performance -This workshop focuses on clarity of expectations, giving effective feedback, reward/recognition programs, and using corrective action to address unsatisfactory performance. | General Child Welfare IV-E - 50/50  Allowable Activities: General supervisory skills or other generic skills needed to perform specific jobs training.  **Legal and Related References:** Social Security Act – Section 474(a)(3)(E); 45 CFR 1356.60(c) | (2 Days), Short-term |  |  |  |  |
| Module 3: Building a Cohesive Work Group -  This workshop builds supervisory skills to create the essential structures in the unit so that their work group achieves program outcomes, to facilitate the development of a cohesive work team, and to be able to manage work conflict effectively. | General Child Welfare; IV-E - 50/50  Allowable Activities: General supervisory skills or other generic skills needed to perform specific jobs training.  **Legal and Related References:** Social Security Act – Section 474(a)(3)(E); 45 CFR 1356.60(c) | (2 Days) |  |  |  |  |
| Module 4: Promoting the Growth and Development of Staff - This workshop focuses on the stages of staff development and the supervisory interventions to help workers master each stage, tailoring their interventions to the learning styles of their staff, transfer of learning, assessing the ongoing learning and development needs of staff and developing strategies to meet staff needs. | General Child Welfare; IV-E - 50/50  Allowable Activities: General supervisory skills or other generic skills needed to perform specific jobs training.  **Legal and Related References:** Social Security Act – Section 474(a)(3)(E); 45 CFR 1356.60(c) | (2 Days), Short Term |  |  |  |  |
| Module 5: Case Consultation and Supervision - This workshop teaches supervisors clinical consultation skills to promote critical thinking in staff, to assist staff in decision making regarding child safety and permanence. | General Child Welfare; IV-E - 50/50  Allowable Activities: General supervisory skills or other generic skills needed to perform specific jobs training.  **Legal and Related References:** Social Security Act – Section 474(a)(3)(E); 45 CFR 1356.60(c) | (2 Days), Short Term |  |  |  |  |
| Module 6: Managing Effectively in the Organization - This module builds self-awareness regarding supervisory style and how supervisors can build a relationship with staff and collaborate with their peers to influence program, practice, and policy and to better achieve the outcomes of safety, permanence and well-being. In addition, the training helps supervisors understand the stages of change and how to assist themselves and their staff in responding effectively to change. | General Child Welfare; IV-E - 50/50  Allowable Activities: General supervisory skills or other generic skills needed to perform specific jobs training.  **Legal and Related References:** Social Security Act – Section 474(a)(3)(E); 45 CFR 1356.60(c) | (2 Day), Short Term |  |  |  | . |
| **Foster/Adoptive and Kinship Caregivers (ON-LINE COURSES)** |  | All on-line courses through the LCWTA LMS are available 24 hours a day. |  |  | Costs are estimated based on initial cost to develop the on-line course, including the level of course. Costs will change with time and the addition of new courses. |
| CPR Refresher - This course reviews the steps outlined by the American Heart Association for administering CPR and assisting choking victims (infant, child and adult). This course is designed to be a refresher course, participants are not certified in CPR after completing it. | 50/50 IV-E for appropriate costs  IV-E Allowable Activities: CPR/First Aid Training | Hours per session: ½ hour  Number of Sessions per year: unlimited, ongoing availability | Training Consultant - Mary Ellen Jenkins, CCE, developed  LCWTA LMS | Course Development Hours: 107  (eLearning level – 1)  Update: 10 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $2,310.00  Maximum - $6,770.00 |
| Medication Management - This course identifies types of medications children may be prescribed, why medication is given and how it is given. The course describes how to store, prepare and administer medication. The participant learns how to document medication administration and recognize and respond to adverse medicine reactions. | 50/50 IV-E for appropriate costs  IV-E Allowable Activities: /First Aid Training | Hours per session: ½ hour  Number of Sessions per year: unlimited, ongoing availability | American Academy of Pediatrics production  LCWTA LMS | Course Development Hours: 107  (eLearning level – 1)  Update: 10 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $2,310.00  Maximum - $6,770.00 |
| Human Trafficking 101 - this course introduces the learner to the problem of human trafficking. Common types of human trafficking, including labor and sex trafficking are defined. The red flags of both types of trafficking are identified. This course focuses primarily on sex trafficking and the prevalence of sex trafficking of juveniles in Louisiana. Learners are introduced to victim screening tools and how to safely assess and engage with a possible victim of human trafficking. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Cultural competency related to children and families, strategies for communication and building relationships with youth in care, mental health issues related to children in care and child development | Hours per session: 1 hour  Number of Sessions per year: unlimited - ongoing availability | Dr. Corie Hebert and The Louisiana Anti-Human Trafficking Coalition Work group developed  LCWTA LMS | Course Development Hours: 469  (eLearning level – 3)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel, community members  Average Cost:  Minimum - $7,557.00  Maximum - $17,471.00 |
| Mandated Reporter- orients the learner to who qualifies as a mandated reporter, related roles and responsibilities, how to identify abuse and neglect in children, identify who is at a higher risk for abuse and neglect and understand and respond to state laws and policies. | 50/50 IV-E for appropriate costs  IV- Allowable Activities: State agency policies and procedures, assessment to determine child abuse and neglect | Hours: 1 and ½  Number of Sessions per year: unlimited, ongoing availability | Louisiana Department of Children and Family Services  LCWTA LMS | Course Development Hours: 220  (eLearning level – 2)  Update:20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff, community members and CASA Personnel  Average Cost:  Minimum –$ 3.399.00  Maximum - $11,820.00 |
| Asthma and Diabetes Management – Provides learners with a physiological overview of the health conditions of Asthma and Diabetes. Participants learn why these conditions are considered chronic and how to manage symptoms through consistent treatment. Potential family, home and economic issues that can affect treatment compliance and how to address the issues to enhance treatment compliance are reviewed. | 50/50 IV-E for appropriate costs  IV- Allowable Activities: State agency policies and procedures, case management, health and safety | Hours: 1 hour  Number of Sessions per year: unlimited, ongoing availability | LCWTA staff  LCWTA LMS | Course Development Hours: 107  (eLearning level – 1)  Update:20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff, community members and CASA Personnel  Average Cost:  Minimum - $2,310.00  Maximum - $6,770.00 |
| Indian Child Welfare Act – this course reviews the changes in interpretation and case practice of the Indian Child Welfare Act (ICWA), Information is presented by national and local experts. Participants will earn about the history of ICWA, its purpose, and other key facts. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Cultural competency related to youth in care, communication skills, strategies for building resilience and relational competence of youth in care. | Hours: 1 ½  Number of Sessions per year: unlimited, ongoing availability | Developed and presented by Margaret Burt, JD, Karen Mathews, LMSW and Honorable Judge Anne Simon – a videoed recording of a live training  LCWTA LMS | Course Development Hours: 107  (eLearning level – 1)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $2,310.00  Maximum - $6,770.00 |
| Infant Safety: Tragedy in the Backseat - This course emphasizes the dangers of leaving a child unattended in a vehicle. Louisiana Unattended Child Laws are explained and prevention and safety tips are prescribed. | 50/50 IV-E for appropriate costs  IV-E Allowable Activities: Child safety and State/Agency policies | Hours per session: ½ hour  Number of Sessions per year: unlimited - ongoing availability | LCWTA staff  LCWTA LMS | Course Development Hours: 107  (eLearning level – 1)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $2,310.00  Maximum - $6,770.00 |
| Car Seat Safety - This course is designed to educate foster parents how to properly install rear facing and forward-facing car seats, proper belt positioning on booster seats, vehicle car seats and installing child safety seats with the overall goal of improving child safety and preventing injury. Installation and best practices are reviewed. | 50/50 IV-E for appropriate costs  IV-E Allowable Activities: Child safety and State/Agency policies | Hours per session: 1 hour  Number of Sessions per year: unlimited - ongoing availability | Developed by Crystal Pichon, MNPA from the Safety Place  LCWTA LMS | Course Development Hours: 107  (eLearning level – 1)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $2,310.00  Maximum - $6,770.00 |
| Caring for LGBTQ+ Youth- This course introduces the learner to basic information about young people identifying as Lesbian, Gay, Bisexual, Transgender, and Questioning (LGBTQ) Youth, such as “What does LGBTQ even mean?” It explains the rights of LGBTQ youth in care and helps caregivers think about how to balance their personal beliefs with their professional responsibility. It also explores resources for families with youth identified as LGBTQ. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Cultural competency related to sexual identity of youth in care, communication skills, strategies for building resilience and relational competence of youth in care. | Hours per session: 3 hours  Number of Sessions per year: unlimited - ongoing availability | Developed and trained by Dr. Gary Mallon from Silberman School of Social Work at Hunter College, live training converted to eLearning  LCWTA LMS | Course Development Hours: 107  (eLearning level – 1)  Update 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $2,310.00  Maximum - $6,770.00 |
| Working with LGBTQ Youth - This course helps learners to work with LGBTQ youth through understanding their language, symbols and the concept of coming out versus being found out. Learners will have help understanding gender roles, gender identity and sexual behavior and how to differentiate between those concepts to better engage LGBTQ youth. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Cultural competency related to sexual identity of youth in care, communication skills, strategies for building understanding and relationships with youth in care. Understanding relational competence of youth in care | Hours per session: 1 1/2 hours  Number of Sessions per year: unlimited - ongoing availability | Developed and trained by Dr. Gary Mallon from Silberman School of Social Work at Hunter College, live training converted to eLearning  LCWTA LMS | Course Development Hours: 156  (eLearning level – 2)  Update:20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $3.999.00  Maximum - $11,820.00 |
| Cultural Compassion Part I and II:  Addressing Implicit Bias - This course challenges learners to think about the role implicit bias plays in our everyday lives and then how these biases impact services provided to youth in care. Strategies are taught for increasing cultural compassion and addressing the implicit biases we all have. Concepts including, ethnocentrism, stereotyping, mindful reflection, self-transformation, familiar connection, cultural compassion and cultural awareness are explored and reflected on in terms of daily interactions with youth in care. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Cultural competency related to children and families, strategies for building and understanding relationships with youth in care, and enhancing skills for developing relational competence of youth in care. | Hours per session: 1 hour each for a total of 2 hours  Number of Sessions per year: unlimited - ongoing availability | Developed by Stephanie Ledesma, JD  LCWTA LMS | Course Development Hours: 156  (eLearning level – 1)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $2,600.00  Maximum - $6,770.00 |
| A Journey Home Refresher - Modules 1 - 5- Journey Home training is the foster parent precertification classes that all prospective foster parents are required to complete. Each Journey home module is provided on line so that new foster parents can refresh their memory of what they learned in class, and also so that older foster parents who were certified before Journey Home was developed, have access to current training information.   * Module 1 covers the mission of the DCFS, Safety, Permanency and Well-being, the Quality Parenting Initiative (QPi), and QPi Icebreakers that are used to improve a child’s transition into care. * Module 2 covers Normalcy or the Prudent Parent Standard, the development, design and purpose of youth transition plans and sexual behavior of youth in care. * Module 3 covers the issues of substance abuse and mental illness in the child welfare population and the role of genetics. * Module 4 gives an overview of Trust-Based Relational Interventions (TBRI) with youth in care, and focuses on the developing brain of children and how exposure to abuse and neglect alters normal brain development. Risk factors are identified and participants learn to identify trauma-induced behavior * Module 5 goes more in depth exploring the TBRI principles of “Felt-Safety”, the ‘IDEAL” response and “Re-Do’s, all of which are approaches to dealing with challenging behaviors that often present in youth in care. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities:  Foster parents are given an orientation to the agency and knowledge and skills necessary to provide for foster youth in their homes. Topics covered over the five modules include: agency policies and procedures, the role and importance of permanency planning, substance abuse and mental health issues, effects of separation, grief and loss, child development, trauma and protective factors. | Hours per session: 1 hour per module for a total of 5 hours  Number of Sessions per year: unlimited - ongoing availability | DCFS Home Development staff -(a recording of two DCFS trainers providing a live training is utilized for this course)  LCWTA Moodle LMS | Course Development Hours: 200  (eLearning level –2)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $3,999.00  Maximum - $11,820.00 |
| Kinship Preservice – this course offers a modified version of the journey home for kinship caregivers. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities:  Orientation to the agency policies and knowledge and skills necessary to provide for foster youth, the role and importance of permanency planning, substance abuse and mental health issues, effects of separation, grief and loss, child development, trauma and protective factors. | Hours per session: To be determined  Number of Sessions per year: unlimited - ongoing availability | LCWTA LMS | Course Development Hours: to be determined  (eLearning level –1)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $2,310.00  Maximum - $6,770.00 |
| Culture Clash: Bringing the Perspective of Child Development to Social Services Family Court - This course examines child development and the impact of trauma and being involved in the child welfare system has on normal child development. The legal system and court process are reflected on as the context under which the system operates. Participants observe the process of analyzing hypothetical cases through the lenses of legal professionals and child welfare workers. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Title IV-E policies and procedures related to the court system, the impact of child abuse and neglect on a child, child development, and strategies for minimizing the traumatic experience of placements for children. | Hours per session: 1 and ½ hours  Number of Sessions per year: unlimited - ongoing availability | Developed and presented by Dr. Charles Zena, MD and Dean Madeleine Landrieu, JD - a recording of a live training is utilized  LCWTA LMS | Course Development Hours: 107  (eLearning level – 1)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $2,310.00  Maximum - $6,770.00 |
| Icebreaker Meetings - this course reviews the Quality Parenting Initiative (QPi) approach to transitioning the child into care known as Icebreaker meetings. Learners discover how to be involved in an ice breaker meeting, one’s role in the meeting and the goal or purpose of having icebreaker meetings. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: The impact of child abuse and neglect and of being involved in the child welfare system on a children and families. The effects of separation and loss and the importance of visitation, and communication skills. | Hours per session: 1 hour  Number of Sessions per year: unlimited - ongoing availability | Developed by the Annie E. Casey Foundation  LCWTA LMS | Course Development Hours: 107  (eLearning level – 1)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $2,310.00  Maximum - $6,770.00 |
| QPi, Putting Parenting First – Intro to QPi and outlines the roles of all child welfare staff and partners in adopting quality parenting guidelines. Transition planning is explained and tools are provided to help the foster parent transition the child. Agency policy and procedure is explained. Emphasis is placed on working as a team to meet the best needs of the child. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Child abuse and neglect and development, permanency planning and activities designed to preserve and strengthen the family. | Hours per session: 1  Number of Sessions per year: unlimited - ongoing availability | Developed by Carole Shauffer and the Louisiana Department of Children and Family Services  LCWTA LMS | Course Development Hours: 220  (eLearning level – 2)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $3,999.00  Maximum - $11,820.00 |
| QPi Ice Breakers – this course outlines the QPi principles of using “icebreaker meetings” between a child’s birth parents and his foster parents. The learner gains knowledge of how the icebreaker can be implemented to allow the caregivers to meet and discuss the child’s unique needs. The training introduces the concept of an icebreaker, provides rational for the importance of the meeting and presents tips for participating in icebreakers. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: The impact of child abuse and neglect and of being involved in the child welfare system on a children and families. The effects of separation and loss and the importance of visitation. | Hours per session: 1  Number of Sessions per year: unlimited - ongoing availability | Developed by Carole Shauffer and the Louisiana Department of Children and Family Services  LCWTA LMS | Course Development Hours: 220  (eLearning level – 2)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $3,999.00  Maximum - $11,820.00 |
| Maximizing the Power of Adolescence - This course stresses the developmental leaps that occur during adolescence. It informs caregivers of ways to maximize, or take advantage of changes in the developing brain, including fostering creative thinking, safe behavior and building independence. Normal adolescent development is explained and contrasted with the myths of adolescent development. Developmental delays that can occur as a result of living in abusive and neglectful environment are also reviewed. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Understanding child development during the specific period of adolescence. Vulnerability to substance abuse and mental health issues, adolescent physical, social, cognitive and emotional development. | Hours per session: 1 1/2 hour  Number of Sessions per year: unlimited - ongoing availability on line and also available as in-person | Developed by Dr. Corie Hebert, University Alliance member - video of a live training  LCWTA LMS | Course Development Hours: 107  (eLearning level – 1)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $2,310.00  Maximum - $6.770.00 |
| Understanding Girls - Module 1 - 5 -this series of courses were created from a video recording of the Understanding Girls in-person training. The original training is broken into 5 one-hour courses.  Overall, participants will gain an understanding about how early attachment experiences impact one's later expectations for safety in the world, trust in and protection from others, and self-worth. Participants will be introduced to research on how culture and  parenting practices set the norms for how girls experience and express emotions. Participants will gain an understanding of risk and resiliency factors associated with vicarious trauma, compassion fatigue and post-traumatic stress disorder. This training draws upon the information on the socio-cultural construction of the rules for girls and  emotion to help participants understand the important and potentially lethal role of relational aggression.   * Module 1 - Attachment * Module 2 - Girls and Emotions * Module 3 - Impact of providing direct care to girls in foster care and congregate care * Module 4 - Relational Aggression * Module 5 - Psychosocial development and sexuality | IV-E Training – 75/25 for appropriate costs  IV-E Allowable Activities: Effects of separation, grief and loss, and child development; issues related to normal development and the impact on child normal development when maltreatment occurs, cultural competency and communication skills. | Hours per session: 1 hour for a total of 5 hours  Number of Sessions per year: unlimited - ongoing availability | DCFS trainers - 2 trainers are video’s presenting a live training  LCWTA LMS | Course Development Hours: 250  (eLearning level – 1)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $3,999.00  Maximum - $11,820.00 |
| The Developmental Disabilities Service System: Navigating the Road- This course educates the learner on how to access services provided at the Local Governing Entities (LGE’s), who is eligible for services and, what services are provided, including DD waiver services. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Referral to services, factors that go into the development of the case plan, cultural competence in working with youth with disabilities | Hours per session: 1 hour  Number of Sessions per year: unlimited - ongoing availability | Developed by Troy Abshire and Tanya Murphy, DOH  LCWTA LMS | Course Development Hours: 107  (eLearning level – 1)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $2,310.00  Maximum - $6.770.00 |
| Safe Sleep- this course provides the learner with a definition of SIDS and SUID. Participants learn to identify behaviors that increase the risk of SIDS and sleep-related infant deaths, understand common beliefs and misconceptions about SIDS and obtain information on resources that can help reduce the risk of death for the infants in your care. | 50/50 IV-E for appropriate costs  IV-E Allowable Activities: Child safety and social work practice with children and families | Hours per session: 1 hour  Number of Sessions per year: unlimited - ongoing availability | Developed by DCFS and the Calcasieu Parish Coroner’s Office  LCWTA LMS | Course Development Hours: 220  (eLearning level – 2)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $3,999.00  Maximum - $11,820.00 |
| Domestic Violence and Child Welfare - this course is a videoed recording of an in-person training. It explores different definitions of domestic violence and compares society’s definition to social service definitions and legal definitions. The learner is exposed to theories of domestic violence and reasons why an individual stays in a violent relationship. Common models such as the Power and Control Wheel and barriers to escaping the relationship are explored to increase the participant’s understanding of how domestic violence affects children and families. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Domestic violence and mental health issues related to children and families in the child welfare system. | Hours per session: 3 hours  Number of Sessions per year: unlimited - ongoing availability | Developed by the Louisiana Coalition Against Domestic Violence, Presented by Dr, Corie Hebert  LCWTA LMS | Course Development Hours: 220  (eLearning level – 2)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $3,999.00  Maximum - $11,820.00 |
| Working with Youth on the Autism Spectrum (ASD) - This training provides effective tips to use when interacting with people “on the spectrum”. Steps to create support groups for parents and/or young adults on the spectrum will be reviewed. Participants will learn about the history of Autism Spectrum Disorder, understand how ASD impacts social functioning and also recognize how covert bullying occurs and what one can do to address it as a caregiver. | 75/25 IV-E for appropriate costs  Title IV-E Activities: How to have cultural competence when working with youth on the Autism Spectrum, communication skills to work with youth with special needs. | Hours per session: 1 Hour  Number of Sessions per year: unlimited - ongoing availability | Developed by Stop Bullying. Gov, implemented by LCWTA staff  LCWTA Moodle e-learning system | Course Development Hours: 220  (eLearning level –2)  Update: 10 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $2,310.00  Maximum - $6.770.00 |
| Kids and Substance Abuse- This course helps the learner to understand the nature of substance abuse. It answers basic questions like why kids drink alcohol or use drugs. Participants will learn how to identify risk factors and how to tell if a youth is using drugs. Practical tips for talking to kids about drug use and prevention tips are presented. They will also learn to support children from a home where parents were addicted to substances. | 75/25 IV-E for appropriate costs  Title IV-E Activities: General substance abuse and mental health issues related to children and families in the child welfare system, understanding child development during the specific period of adolescence, vulnerability to substance abuse and mental health issues, and child safety. | Hours per session: 1 Hour  Number of Sessions per year: unlimited - ongoing availability | Developed by Joyce V. Bracy, MEd, LPC, NCC, with The Council on Alcohol and Drug Abuse for Greater New Orleans, filmed at the TWC conference  LCWTA LMS | Course Development Hours: 220  (eLearning level –2)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $3.999.00  Maximum - $11,820.00 |
| Bullying 101 - This Bullying Prevention Training is a research-based resource that can help lead bullying prevention and intervention. It helps foster parents understand the nature of bullying and how it may impact children in their care. This course is not intended to provide prescriptive step-by-step interventions. Research-based do's and don'ts, for addressing bullying on the spot, as well as common strategies to avoid bullying are presented. The overarching goal of this course is to empower learners to understand bullying and how to take preventative steps. | 75/25 IV-E for appropriate costs  Title IV-E Activities: Focus on improving relational competence of youth in care, evidence-based practice techniques to deal with bullying, enhancing cultural competence and  Social work practice | Hours per session: 1 Hour  Number of Sessions per year: unlimited - ongoing availability | Developed by the U.S. Department of Health and Human Sciences  LCWTA LMS | Course Development Hours: 107  (eLearning level – 1)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $2,310.00  Maximum - $6,770.00 |
| Cyber Bullying - This course educates learners on the rise in cyberbullying and how it affects the frequency of depression and even suicide among children and young adults. Participants learn warning signs and how to report cyberbullying. Effects of cyberbullying on victims and prevention strategies are covered. Foster parents gain this knowledge so they can keep youth in their care safe, physically and emotionally. | 75/25 IV-E for appropriate costs  Title IV-E Activities: Safety, building resilience and protective factors in youth, and building cultural competence and relational competence | Hours per session: 1 hour  Number of Sessions per year: unlimited - ongoing availability | Developed by the U.S. Department of Health  LCWTA LMS | Course Development Hours: 107  (eLearning level – 1)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $2,310.00  Maximum - $6.770.00 |
| Intro to the Court System for Foster Parents and Youth- This course was developed for foster/adoptive parents to watch with the children in their home. It provides a basic orientation to the Child In Need Of Care Court process. Types of trials are defined, the roles of different parties who come into court are explained and the foster parent is offered guidance and tips for navigating the court process with their foster child. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Activities designed to minimize the traumatic experience of placements for children and promote stable relationships, effects of separation, grief and loss, and building relational competence. | Hours per session: 1 hour  Number of Sessions per year: unlimited - ongoing availability | Pelican Center for Children and Families and the Childrens Justice Act  LCWTA LMS | Course Development Hours: 220  (eLearning level –2)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $3,999.00  Maximum - $11,820.00 |
| Foster Parenting 101 - This course educates learners about DCFS agency policies that pertain to foster/adoptive parents. How to interpret policy and advocate for services for youth. Foster parent roles and responsibilities are highlighted. The foster parent Bill of Rights is also reviewed. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Agency policies and procedures, cultural competence, how to assess and serve the needs of children without bias and ensure their safety. | Hours per session: 2 hours - in person and through the e-learning Moodle system  Number of Sessions per year: 4  unlimited - ongoing availability online | Team taught by DCFS Home development staff and a foster parent  LCWTA LMS  Regional DCFS Offices for in-person training sessions | Course Development Hours: 107  (eLearning level –1)  Update 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff  Average Cost:  Minimum - $2,310.00  Maximum - $6,770.00 |
| TBRI – Connecting Principles – Drs. Karyn Purvis and David Cross authors of Trust Based Relational Intervention or TBRI crafted this unique model of healing and growth for children from hard places, and their caregivers. So, whether you are a foster parent, adoptive parent, or kinship caregiver, this training will highlight some tools that will assist your effort to connect with the children in your care. Also shared are brief videos from TBRI to enhance your training experience. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Activities designed to minimize the traumatic experience of placements for children and promote stable relationships, effects of separation, grief and loss, and building relational competence. | Hours per session:  Number of Sessions per year: unlimited - ongoing availability | Developed by Tonyalea Elam, University Alliance member and TBRI practitioner in collaboration with Cross Roads NOLA and Texas Christian University  LCWTA LMS | Course Development Hours: 469  (eLearning level – 3)  Update 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff and CASA Personnel  Average Cost:  Minimum - $7,557.50  Maximum - $17,471.00 |
| The Connected Child: This course allows foster parents to obtain and read the book *The Connected Child* by Dr. Karyn Purvis and Dr. David Cross. Foster parents take the pretest on-line then are mailed a copy of the book. The book provides education about common behaviors exhibited by children from hard places, or those who are in the child welfare system. It addresses the unique challenges presented. It offers techniques to   * Build bonds of affection and trust with the children from hard places, * Effectively deal with any learning or behavioral disorders, * Discipline with love, without making him or her feel threatened   Foster parents complete the posttest to get training credit. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: designed to minimize the traumatic experience of placements for children and promote stable relationships, mental health issues related to children and families in the child welfare system, including grief and trauma | Hours per session: 3 Hours  Number of Sessions per year: unlimited - ongoing availability | The Connected Child Book: by [Karyn B. Purvis](https://www.amazon.com/s/ref=dp_byline_sr_book_1?ie=UTF8&text=Karyn+B.+Purvis&search-alias=books&field-author=Karyn+B.+Purvis&sort=relevancerank) (Author), [David R. Cross](https://www.amazon.com/s/ref=dp_byline_sr_book_2?ie=UTF8&text=David+R.+Cross&search-alias=books&field-author=David+R.+Cross&sort=relevancerank) (Author), [Wendy Lyons Sunshine](https://www.amazon.com/Wendy-Lyons-Sunshine/e/B07CX8166C/ref=dp_byline_cont_book_3). Testing material created by Dr. Corie Hebert  LCWTA LMS for access to the pre and post test | Course Development Hours: 15 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff  Average Cost: $1210.00  Book Cost per participant: $11.00 per person |
| Training for Trauma and Behavior Health (TBH) - this training orients the learner to the TBH screen which is used on all children entering care. The portion of the TBH which caregivers complete is reviewed as well as the section to be completed by the child/adolescent. TBH helps to identify trauma experiences and problems that may not have been identified, and how to share information with key players in the child’s life. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Trauma and how it impacts children’s functioning and well-being, and identification of service needs to improve child functioning and well-being. | Hours per session: 1 Hours  Number of Sessions per year: unlimited - ongoing availability | The Louisiana Child Welfare Trauma Project at Tulane University  LCWTA LMS | Course Development Hours: 107  (eLearning level – 1)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff, CASA Personnel  Average Cost:  Minimum - $2,310.00  Maximum - $6,770.00 |
| Louisiana Kinship Navigator- This course educates kinship caregivers and other individuals on the different types of legal custody a person can obtain in Louisiana. Caregivers can learn the authority, security and stability that different types of custody provide for a child. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: case management identification of service needs to improve child functioning and well-being. | Hours per session: 1 Hours  Number of Sessions per year: unlimited - ongoing availability | Developed by Margot Hammond at the Department of Children and Family Services | Course Development Hours: 107  (eLearning level – 1)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff, CASA Personnel  Average Cost:  Minimum - $2,310.00  Maximum - $6,770.00 |
| Self-Care for Foster Parents - **T**his training was developed to remind foster parents/caregivers of their ultimate responsibility to meet their own self care needs in the thick of caring for traumatized children and youth. The old adage " you can't pour from an empty cup" is never truer than when foster parents/caregivers are expected to fill the empty cups of hurting children and youth in their homes. It is difficult to give what you no longer have! These simple tools serve to remind foster parents/caregivers of the importance of the repetitive act of "pouring out and taking in" the attributes needed to sustain balance in your home and peace within. | 50/50 IV-E for appropriate costs  IV-E Allowable Activities: Self-care and stress management | Hours per session: 1 Hours  Number of Sessions per year: unlimited - ongoing availability | Developed by Tonyalea Elam, LCSW, University Alliance Partner  LCWTA LMS | Course Development Hours: 220  (eLearning level – 2)  Update: 20 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff, CASA Personnel  Average Cost:  Minimum - $3999.00  Maximum - $11,820.00 |
| ACES for Foster Parents – this course helps foster parents to understand how children in their care might have experienced adverse childhood experiences. They learn about brain alterations related to a child’s early experiences and how to take a trauma informed approach to their care. The goal is to help foster parents learn an improved way of interacting with kids in their care to improve their outcomes. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Trauma and how it impacts children’s functioning and well-being, communication, cultural competency, mental health issues related to children and families, child abuse and neglect issues and impact on child development. | To be determined | Louisiana ACE Educators  LCWTA LMS | To Be determined  (eLearning level - 2) | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff, CASA Personnel  Average Cost:  Minimum - $3999.00  Maximum - $11,820.00 |
| Water Safety – In this course, foster parents learn what “water safety” is, they also learn to identify drowning risk factors and the ABC’s of water safety, and most importantly how to keep children safe in and around water. | 50/50 IV-E for appropriate costs  IV-E Allowable Activities: child safety and agency policies and procedures | To Be determined | Developed by Crystal Pichon, MNPA from the Safety Place  LCWTA LMS | To Be determined  (eLearning level 2) | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff, CASA Personnel  Average Cost:  Minimum - $3999.00  Maximum - $11,820.00 |
| House Safety – Foster parents learn how to develop a safety checklist for their home and how to recognize common household hazards that could by dangerous for children of different ages. | 50/50 IV-E for appropriate costs  IV-E Allowable Activities: child safety and agency policies and procedures | To be Determined | Developed by Crystal Pichon, MNPA from the Safety Place  LCWTA LMS | To Be determined  (eLearning level 2) | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff, CASA Personnel  Average Cost:  Minimum - $3999.00  Maximum - $11,820.00 |
| Haircare and Attachment – Hair care is identified as a relevant way for caregivers to attach with African American youth in care. Participants learn how it can provide e a vehicle for attachment, nurturing and fostering positive self-worth. It is also valued as a means to improve placement stability. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Trauma and how it impacts children’s functioning and well-being, communication, cultural competency, mental health issues related to children and families, child abuse and neglect issues and impact on child development. | To Be Determined | Developed by Dr. Marva Lewis, Tulane University  LCWTA LMS | To Be Determined  (eLearning Level 2) | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff, CASA Personnel  Average Cost:  Minimum - $3999.00  Maximum - $11,820.00 |
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| **Foster/Adoptive and Kinship Caregivers (IN-PERSON TRAINING COURSES)** |  |  | *Some courses are offered in person and then made available after videotaping a session.* |  |  |
| Foster Parent Grief - this course educates participants about the process of grief and the levels of loss that occur in the child welfare system. The stages of grief are explained along with how the foster parent experiences them. The foster parent’s grief experience is individualized through discussion of ambiguous loss and disenfranchised loss. A discussion of healthy grief, and self- care for foster parents is included. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Grief, loss and resilience, permanency planning, communication skills | Hours per session: 2 hours  Number of Sessions per year: 9 | University Alliance professor, Dr. Corie Hebert  Regional DCFS offices and community locations such as public libraries | Course Development Hours: 156  Update: 20  Preparation Hours: 8 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff, CASA Personnel  Participants: minimum - 10  maximum - 30  Cost per session:  Minimum -$5,790.00  Maximum -$6,427.00 |
| Thrive: A Normalcy Training for Foster Parents - this course explains the federal law outlining the Prudent Parent Standard, it outlines barriers to normalcy and helps participants explore age appropriate activities for children in care. Erikson’s Stages of Development are used as a guide for helping participants critically thinking about how to improve care so that it reflects a normal childhood. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Child social and emotional development and well-being, and relational competence, cultural competency, and agency and Federal policies and laws. | Hours per session: 3 hours  Number of Sessions per year: 9 | LCWTA contract trainer, Patsy Wilkerson  Regional DCFS offices and community locations such as libraries | Course Development Hours: 234  Update: 20  Preparation Hours: 8 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff, CASA Personnel  Participants: minimum - 10  maximum - 30  Cost per session:  Minimum - $9,580.00  Maximum -$9,935.00 |
| Providing Culturally Affirming Care - this course introduces participants to concepts of Cultural Consciousness and the importance of valuing the child’s culture. It also explores the impact of personal views and values on the caregiving role. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Cultural competency, child social and emotional development and well-being, and relational competence, and agency and Federal policies and laws. | Hours per session: 3 hours  Number of Sessions per year: 9 | LCWTA contract trainer, Patsy Wilkerson  Regional DCFS offices | Course Development Hours: 234  Update: 20  Preparation Hours: 8 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff, CASA Personnel  Participants: minimum - 10  maximum - 30  Cost per session:  Minimum - $9,580.00  Maximum -$9,935.00 |
| Understanding and Managing Behavior, an ABA Approach - this course provides participants with a better understanding of behavior: what causes a behavior and what can be done to change a behavior. It covers working with youth on the Autism spectrum. During the training, participants learn about environmental factors that can make challenging behavior happen more frequently and strategies to identify why a particular behavior is happening. Ways to teach appropriate behaviors in place of challenging ones, and methods for fostering learning in children with developmental delays and behavioral disorders is reviewed. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Child social and emotional development and well-being, cultural competence in assessing and serving children without bias and ensuring their safety, and skills used in building relational competence in youth. | Hours per session: 3 hours  Number of Sessions per year: 4 | Created by Summit Behavioral Services, trained by a LCWTA contract trainer, implemented by LCWTA staff  In-person sessions at: Regional DCFS offices and University space  This course is also being developed for on-line administration through the LCWTA e-learning system | Course Development Hours: 234  Update: 20  Preparation Hours: 8 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff, CASA Personnel  Participants: minimum - 10  maximum - 30  Cost per session:  Minimum - $9,580.00  Maximum -$9,935.00 |
| Adverse Childhood Experiences (ACEs) - this course introduces the neuroscience of early adversity, the ACE Study, and community response to addressing ACEs. This presentation was developed by Dr. Robert Anda, the co-principal researcher of the ACE Study, and Laura Porter, the director of ACE Partnerships in Washington State. Participants gain an in-depth understanding of how adverse experiences in early childhood can cause negative outcomes throughout the lifespan. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: cultural competence related to children and families, and child and family social and emotional development and well-being. | Hours per session: 3 hours  Number of Sessions per year: 8 | Developed by the ACE Educator Program and trained by Certified community ACES trainers  Regional DCFS offices and University space |  | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff, and CASA Personnel  Participants: minimum - 10  maximum - 30  Cost per session:  Minimum -$9,580.00  Maximum -$9,935.00 |
| TBRI Fridays – A series of trainings offered in progression every Friday statewide. The series include: TBRI introduction and overview, Empowering Principles, Connecting Principles and Correcting Principles. (See a detailed explanation under DCFS staff training) | 75/25 IV-E for appropriate costs  IV-E Allowable Activities:  The impact of child abuse and neglect on a child, child development, and strategies for minimizing the traumatic experience of placements for children, attachment, communication, and cultural competency related to children and families | Hours per session: 5  Number of Sessions per year: 90 | Developed by the Karyn Purvis Center for Child Development in Houston Texas, managed by Cross Roads NOLA  Regional DCFS offices and community locations | Course Development Hours: 600  Update: 20  Preparation Hours: 8 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff, and CASA Personnel  Participants: minimum - 10  maximum - 30  Cost per session:  Minimum -$35,000.00  Maximum -$45,000.00 |
| Caring For LGBTQ+ Youth - This course introduces the learner to basic information about young people identifying as Lesbian, Gay, Bisexual, Transgender, and Questioning (LGBTQ) Youth, such as “What does LGBTQ even mean?” It explains the rights of LGBTQ youth in care and helps caregivers think about how to balance their personal beliefs with their professional responsibility. It also explores resources for families with youth identified as LGBTQ. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities:  The impact of child abuse and neglect on a child, child development, and strategies for minimizing the traumatic experience of placements for children, and cultural competency related to children and families | Hours per session: 3 hours  Number of Sessions per year: 16 | Developed and trained by Dr. Gary Mallon from Silberman School of Social Work at Hunter College  Regional DCFS offices | Course Development Hours: 234  Update: 20  Preparation Hours: 8 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff,  Participants: minimum - 10  maximum - 30  Cost per session:  Minimum -$9,580.00  Maximum -$9,935.00 |
| Engaging Families for Co-Parenting - this interactive course highlights the skills of engagement required to work with birth families. Participants learn the connection between trauma, ACES, environmental and cultural factors and the inherent challenge in engaging birth parents. Participants practice mindfulness techniques and learn to connect brain science concepts to improving engagement. They learn that a engagement improves, placement stability increases and permanency happens faster. | 75/25 for appropriate costs  IV-E Allowable Activities: family centered practice, strategies for minimizing the traumatic experience of placements for children, resilience and cultural competency related to children and families | Hours per session: 2 hours  Number of sessions per year: 8 | University Alliance professor, Dr. Corie Hebert  Regional DCFS offices and community locations such as public libraries | Course Development Hours: 156  Update: 20  Preparation Hours: 8 | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff, CASA Personnel  Participants: minimum - 10  maximum - 30  Cost per session:  Minimum -$5,790.00  Maximum -$6,427.00 |
| A Series on Development - Infant and Toddler Development, Preschool age child Development and School age children Development - this course series covers physical, social and emotional development at each developmental period in a child’s life, starting with birth. Foster parents learn the difference between normal development and delays in development and how to recognize with red flags appear. Problems such as substance affected children and failure to thrive are covered. | 75/25 IV-E for appropriate costs  IV-E Allowable Activities: Child social and emotional development and well-being: Principles of child growth and social, emotional, physical and intellectual development, and the effects of trauma on child development. | To be Determined | Developed by Lisa Kaichen, LCSW, Resource Works Consulting | To Be Determined | Participants: Foster/Adoptive and kinship caregivers, DCFS Staff, CASA Personnel  Cost per Session:  Minimum - $9,000.00  Maximum - $12,000.00 |
| **Pelican Center for Children and Families Course Offerings** |  |  |  |  |  | |
| **Child Welfare Basics - This course focuses on the fundamentals of the Child in Need of Care practice. The constitutional, federal and state law underlying child welfare cases will be discussed. Attendees will explore these legal principles, as well as the concepts of timely permanency for families, reasonable efforts both to prevent removal and to further the permanency goal, child development, the impact of trauma on child behavior, and the roles and responsibilities of the various parties to a child welfare case.** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1 Day    (6.5 hours) | Departmental trainer and Pelican Center staff      State Office Location & Regional & Statewide training sites | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000    Estimated Minimum Cost/Session: $3,125  Estimated Maximum Cost/Session: $4,625 |
| **Cultural Consciousness -** The purpose of the course is to introduce participants to concepts of Cultural Consciousness in the workplace and explores the potential impact of personal biases regarding sexual orientation, gender, race and ethnicity have on their role. | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities:**  **Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1 Day    (6 Hours) | Pelican Center staff and consultants    State Office Location & Regional & statewide training sites. | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000    Estimated Minimum Cost/Session: $4,025  Estimated Maximum Cost/Session: $4,200 |
| **Mosaic Dimension 2.0 - This training introduces participants to concepts of cultural programming and implicit racial bias through the Mosaic Dimension Model. It strives to foster a climate of success and reduce racial disproportionality and disparity through three extraordinary practices. The Mosaic Dimension Model assumes that children who are moving through the foster care system are as culturally unique and different as mosaic patterns.** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1 Day    (6 hours) | Pelican Center staff and consultants    State Office Location & Regional & statewide training sites. | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000    Estimated Minimum Cost/Session: $4,000.00  Estimated Maximum Cost/Session: $4,200.00 |
| **Safety Decision Making**  This course is based upon the American Bar Association publication, “Child Safety: A Guide for Judges and Attorneys” (Guide), written by Therese Roe Lund, MSSW, National Resource Center for Child Protective Services and Jennifer Renne, JD, National Resource Center on Legal and Judicial Issues. A quote from the Introduction of the Guide summarizes both its purpose and the purpose of this course.  “Safety planning in the child welfare system is a shared responsibility, but ultimately the court must make critical safety decisions such as whether to remove a child and when to return a child home. Judges rules on these choices every day, but often lack a decision-making structure, which can lead to following agency recommendations without a thorough inquiry. This can lead to an over-removal problem, rubber-stamping agency recommendations without knowing what’s driving the safety decision; or an under-removal problem, leaving children in unsafe conditions, or returning them home prematurely. | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D)** | 1 Day    (6.0 hours) | Departmental trainer and Pelican Center staff      State Office Location & Regional & Statewide training sites. | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000        Estimated Minimum Cost/Session:  4,000.00  Estimated Maximum Cost/Session: $4,200.00 |
| **Child Abuse and Neglect+ Trauma** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.5 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Child Welfare Law Core: Training: Federal and State Legislation** | **IV-E Training - 75/25 for appropriate costs** | 2 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Do No Harm- Part 1-Legal Ethics** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.4 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Do No Harm- Part 2-** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.25 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Do No Harm- Part 3- Systemic Disproportionality** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | .75 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Do No Harm- Part 4-Race & Culture** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 2.0 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Judicial Expectations on Competency** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.0 credit hour | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Child Welfare Law Core Training: Child Development Issues Basics of Child Abuse and Neglect** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.6 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Child Welfare Law Institute on Serving Older Youth- Part 1** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.25 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Child Welfare Law Institute on Serving Older Youth-Part 2** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 2.0 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Child Welfare Law Institute on Serving Older Youth-Part 3** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.5 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Changing the Paradigm Through Multi-Systemic Collaboration** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | .5 credit hour | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Understanding the Standards/Ethics of Attorneys and Social Workers** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1 credit hour | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Louisiana Parents’ Attorneys Role in CINC Cases-Part 1** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 3 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Louisiana Parents’ Attorneys Role in CINC**  **Cases-Part 2** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 2 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **APLA-Pause Before You Choose** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**  **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.5 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Healing the Child in Juvenile Court: The Science-Part 1** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.25 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representative    Course Update: $2,000 |
| **Healing the Child in Juvenile Court: The Science-Part 2** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | .75 credit hour | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Healing the Child in Juvenile Court: The Science-Part 3** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**  **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.75 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Preparing for and Testifying in Court as an Expert Witness** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.5 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Educational Advocacy: Response to Interventions/ Moving Students from Where they are to Where they Will Be** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.7 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Education Advocacy: Louisiana Discipline Policy, Procedures and the Law** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**  **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.7 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Education Advocacy: Special Education Laws & Rights** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.75 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Educational Advocacy: Benchmark Conferences** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.0 credit hour | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Human Trafficking of Juveniles-Realities and Myths** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**  **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.5 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **The Adoptions and Safe Families Act-Part 1** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1 credit hour | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **The Adoptions and Safe Families Act-Part 2** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1 credit hour | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives  Course Update: $2,000 |
| **Current Issues Within ICWA** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**  **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.5 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Legacy of Reform Court Oversight of Child Welfare** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 3 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Permanency Options – Part 1** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1 credit hour | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Permanency Options-Part 2** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**  **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1 credit hour | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Child Welfare Research & Evaluation** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.5 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Fatherhood Engagement** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.5 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Managing Secondary Traumatic Stress** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**  **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.5 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Unto a Third Generation: A Call to End Child Abuse Within 20 Years** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1 credit hour | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Focus on Family Engagement** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.5 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives  Course Update: $2,000 |
| **Concurrent Planning for Foster Children is Everyone’s Job** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1.5 credit hours | Online via Clarola.org website | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Culture SMART**  **This training experience is designed for practitioners who touch the lives of children and families in the Child Welfare System. It is developed to enhance the ability of child welfare practitioners to respond through advocacy to the unique needs and differences of children and families of various racial and ethnic groups in ways that are culturally congruent to improve outcomes for children and families. Culture SMART is an engaging experience that simulates aspects of what it is like to “walk in another racial or cultural group’s shoes.” While doing so, participants will come face to face with personal bias, perspectives and assumptions. This training helps to build skills and knowledge of other cultures and in doing so increases the capacity for greater advocacy for our children and families based upon and increased knowledge and sensitivity to the uniqueness of each racial, ethnic and cultural group and identify opportunities for growth and development in a safe, simulated environment.** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1 Day  (6.0 hours) | Departmental trainer and Pelican Center staff      State Office Location & Regional & Statewide training sites. | Course Development Hours: 228      \*COVID-19, adaption to Virtual training 150 additional hours | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Development - $12,400    \*COVID-19    Estimated Minimum Cost/Session: $3,125.00  Estimated Maximum Cost/Session: $4,625.00 |
| **Fundamentals of Child Welfare**    **This advanced course continues the evaluation of the fundamentals of the Child in Need of Care practice. The constitutional, federal and state law underlying child welfare cases will be discussed, focusing on the individual CINC hearings, reasonable efforts to prevent removal and to achieve the permanency goal, evidentiary burdens of proof, and the impact of trauma on child development, and the impact on the parents of these children, who while adults are too impacted by trauma. Attendees will explore these legal principles, as well as the concepts of timely permanency for families.** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 1 Day    (6.5 hours) | Departmental trainer and Pelican Center staff      State Office Location & Regional & Statewide training sites. | Course Development Hours: 228      \*COVID-19, adaption to Virtual training 150 additional hours | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Development - $12,400    \*COVID-19    Estimated Minimum Cost/Session: $3,125.00  Estimated Maximum Cost/Session: $4,625.00 |
| **CWADM: Legal Implications**  **This course continues the concepts introduced in Safety Decision Making, taking a deeper analysis of safety with use of the Child Welfare Advanced Decision Making Model, and the determination of what safeguards can be put in place to prevent removal? This course is based upon the American Bar Association publication, “Child Safety: A Guide for Judges and Attorneys” (Guide), written by Therese Roe Lund, MSSW, National Resource Center for Child Protective Services and Jennifer Renne, JD, National Resource Center on Legal and Judicial Issues. A quote from the Introduction of the Guide summarizes both its purpose and the purpose of this course.**  **“Safety planning in the child welfare system is a shared responsibility, but ultimately the court must make critical safety decisions such as whether to remove a child and when to return a child home. Judges rules on these choices every day, but often lack a decision-making structure, which can lead to following agency recommendations without a thorough inquiry. This can lead to an over-removal problem, rubber-stamping agency recommendations without knowing what’s driving the safety decision; or an under-removal problem, leaving children in unsafe conditions, or returning them home prematurely.** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | The Pelican Center and the LCWTA will partner with the Capacity Building Center for Courts and Casey Family Programs and state wide legal stakeholders to determine trainer/s | State Office Location & Regional & Statewide training sites. | Course Development Hours: 228 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Development, Prep - $12,400        Estimated Minimum Cost/Session: $4,050.00  Estimated Maximum Cost/Session: $4,200.00 |
| **Safety Decision Making: Law & Best Practices-Webinars**    **The basic and most important determination judicial and child welfare agency staff make in child in need of care cases is whether a child(ren) is safe. Critical safety decisions are made when removing a child and determining whether a child should return home. However, without a comprehensive decision-making structure and thorough inquiry, decisions can lead to over and under removal, leaving children unsafe or returning them home too quickly.** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 471(a)(8), 471(a)(15), 474(3)(A) and (B) and 477(b)(3)(D); 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | Pelican center staff and department trainers | Via webinar | Course Update Hours: 20 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Update: $2,000 |
| **Administrative Law Judge, Division of Administration: Fundamentals of CINC 101 Child Welfare & Trauma**    **This course focuses on the fundamentals of the Child in Need of Care practice. The constitutional, federal and state law underlying child welfare cases will be discussed. Attendees will explore these legal principles, as well as the concepts of timely permanency for families, reasonable efforts both to prevent removal and to further the permanency goal, child development, the impact of trauma on child behavior, recantation, delayed reporting and the intersection of child welfare and criminal law.** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 6.0 hours | Pelican Center staff and subject-matter partners.  Baton Rouge, Louisiana | Course Development Hours: 228 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Development - $12,400      Estimated Minimum Cost/Session: $4,050.00  Estimated Maximum Cost/Session: $4,200.00 |
| **Kinship Caregiver Legal Training**    **(1) This legal training will require on-going curriculum development to support the successful implementation of the CFSR PIP.**      **(2) At least one webinar will be offered to relative and fictive kin caregivers to address the main legal challenges they face related to custody, accessing services for the child (ren) in their care, and ancillary legal issues preventing them from providing a stable home for the child (ren).** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | The duration will depend on the on-going curriculum development to support the successful implementation of the CFSR PIP. | Web Based Course | Course Development Hours:  Minimum –  40 Hours  Maximum – 130 Hours | All relatives and fictive kin caring for children not in their legal custody    Course Development:  Minimum - $3,600  Maximum - $7,770 |
| **Juvenile and Family Court Spring Conference**  **An annual event where the Pelican Center engages with members of the bench on current topics unique to Child Welfare.** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 2 days | Lake Charles, Louisiana |  | Members of the Bench    Trainer - $2,964.84 |
| **City, Juvenile and Family Court Judge’s Conference**  **An annual event where the Pelican Center engages with members of the bench on current topics unique to Child Welfare.** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 2 days | New Orleans, Louisiana |  | Members of the bench |
| **Summer School for Judges**  **An annual event where the Pelican Center engages with members of the bench on current topics unique to Child Welfare, usually through the sponsorship of national speakers for the conference.** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 5 Days | Sandestin, Florida |  | Members of the bench |
| **Fall Judges’ Conference** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 3 days | New Orleans, Louisiana |  |  |
| **Juvenile and Family Court Judges’ Executive Leadership Training (Quarterly)** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 2 days | Southwest Louisiana |  |  |
| **Service Array Webinar/Trainings**    **(1) This training will require on-going curriculum development to support the successful implementation of the CFSR PIP and the Families First Prevention Services Act.**    **(2) At least one webinar will be offered to provide a how to implement a “My Community Cares” initiative in a parish, including practical ways for communities to collaborate to provide a continuum of primary and secondary preventions services to children and families.** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | The Pelican Center and the LCWTA will partner with the Capacity Building Center for Courts and Casey Family Programs to determine trainer/s | Pelican Center staff will offer via webinar and live trainings | Webinar: Course Development Hours:  Minimum –  40 Hours  Maximum – 130 Hours        Live Training    Course Development Hours: 228 | All DCFS staff, legal stakeholders, service providers, and community partners    Webinar  Course Development:  Minimum - $3,600  Maximum - $7,770      Live Training  Course Development, Prep - $12,400                      Estimated Minimum Cost/Session: $4,050.00  Estimated Maximum Cost/Session: $4,200.00 |
| **My Community Cares Initiative**    **(1) This training will require on-going curriculum development to support the successful implementation of the CFSR PIP and the Families First Prevention Services Act.**    **(2) There will be at least 4, 2-hour, training events per year in each of the 4 pilot parishes over a 5-year period, where attendees will learn how to conduct a root cause analysis, analyze data, create a logic model and strategic plan to effectively implement the strategies outlined in the CFSR PIP in their parish.** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | The duration will depend on the on-going curriculum development to support the successful implementation of the CFSR PIP. However, there will be a minimum of 4 training events per year in each of the 4 pilot parishes over 5 years for a duration of a minimum of 2 hours. | Pelican Center staff will offer via webinar and live trainings | Webinar: Course Development Hours:  Minimum –  40 Hours  Maximum – 130 Hours      Live Training    Course Development Hours: 228 | All DCFS staff, legal stakeholders, service providers, and community partners    Webinar  Course Development:  Minimum - $3,600  Maximum - $7,770      Live Training  Course Development, Prep - $12,400      Estimated Minimum Cost/Session: $4,050.00  Estimated Maximum Cost/Session: $4,200.00 |
| **Improving the Quality of Legal Representation**  The Pelican Center provides funding to Louisiana practitioners to attend the annual ABA National Conference and NACC Annual Conference. Further, the Pelican Center serves as a co-sponsor for the annual Louisiana Public Defender conference and a workshop presenter at the Louisiana District Attorney Association, Fall Conference. | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | The Pelican Center and the LCWTA will partner with the Capacity Building Center for Courts and Casey Family Programs to determine trainer/s | State Office Location & Regional & Statewide training sites. |  | LPDB - $6,400  ABA Conference - $12,635  NACC Conference - $19,512 |
| **Child Welfare Law Specialist certification program**    In partnership with the National Association of Counsel for Children, this program recruits Louisiana child welfare attorneys and encourages them to apply for national certification as a Child Welfare Law Specialist. The Pelican Center underwrites the application fee, examination prep course, examination fee and renewal fee for all candidates in good standing. | **IV-E Training – 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**  **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | Approximately 6 months | State Office Location & Regional & Statewide training sites. |  | CW Law Specialist Annual Fee - $3,360 |
| **Cultural Intelligence: An Advanced Look at Cultural Consciousness**  **The purpose of this course is to further explore participants’ Cultural Intelligence after having attended Cultural Consciousness. This course will take a deeper dive into this concept with a focus on identifying our individual cultural intelligence and its impact on the children and families that we serve.** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | Pelican Center staff and subject matter expert partners. | State Office Location & Regional & Statewide training sites. | Course Development Hours: 228 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Development - $12,400      Estimated Minimum Cost/Session: $4,025.00  Estimated Maximum Cost/Session: $4,200.00 |
| **Culture of Poverty**  **This training will require on-going curriculum development to support the successful implementation of the CFSR PIP and the Families First Prevention Services Act.** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | The duration will depend on the on-going curriculum development to support the successful implementation of the CFSR PIP. | The Pelican Center and the LCWTA will partner with the Capacity Building Center for Courts and Casey Family Programs to determine trainer/s | Course Development Hours: 228 | All levels of child welfare staff, CASA, CIP and Tribal Representatives    Course Development - $12,400              Estimated Minimum Cost/Session: $4,025.00  Estimated Maximum Cost/Session: $4,200.00 |
| **Cost of Poverty Experience (“COPE”)**    **This training will require on-going curriculum development to support the successful implementation of the CFSR PIP and the Families First Prevention Services Act.**    **The initial COPE training will be offered in 4 parishes, Caddo, Rapides, East Baton Rouge, and Livingston. https://goproject.org/cope-the-cost-of-poverty-experience/.** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | The duration will depend on the on-going curriculum development to support the successful implementation of the CFSR PIP. | The Global Orphan Project and Casey Family Programs | Course Development Hours: 228 | Accommodates up to 120 DCFS staff, legal stakeholders, service providers, and community partners    Course Development - $12,400        Estimated Minimum Cost/Session: $4,025.00  Estimated Maximum Cost/Session: $4,200.00 |
| **Empathy/Compassion Experiential Training**    This training will require on-going curriculum development to support the successful implementation of the CFSR PIP and the Families First Prevention Services Act.    Partner with the Capacity Building Center for Courts and Casey Family Programs to identify and implement experiential training that emphasizes empathy for families and youth as well as understanding of caseworker and foster parent roles. | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | The duration will depend on the on-going curriculum development to support the successful implementation of the CFSR PIP. | The Pelican Center and the LCWTA will partner with the Capacity Building Center for Courts and Casey Family Programs to determine trainer/s | Course Development Hours: 228 | All DCFS staff, legal stakeholders, service providers, and community partners    Course Development - $12,400          Estimated Minimum Cost/Session: $4,025.00  Estimated Maximum Cost/Session: $4,200.00 |
| **Civil Rights in Child Welfare Training**    **This training will require on-going curriculum development to support the successful implementation of the CFSR PIP and the Families First Prevention Services Act.**    **The CIP will partner with Civil Rights Section of DCFS, U.S. Department of Health and Human Services, Office for Civil Rights, and U.S. Department of Justice to develop a training plan to educate on extent of civil rights violations in context of child welfare and procedure to prevent and/or resolve civil rights violations.** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | The duration will depend on the on-going curriculum development to support the successful implementation of the CFSR PIP. | The Pelican Center will partner with the Civil Rights Section of DCFS, U.S. Department of Health and Human Services, Office for Civil Rights, and U.S. Department of Justice to determine trainer/s | Course Development Hours: 228 | Course Development - $12,400        Estimated Minimum Cost/Session: $4,025.00  Estimated Maximum Cost/Session: $4,200.00 |
| **Trust Based Relational Intervention (TBRI) -** Children and youth who have experienced foster care have often experienced complex developmental trauma, demonstrating an interactive set of psychological and behavioral  issues. Trust-Based Relational Intervention (TBRI) is a model that trains caregivers to provide effective support and care for at-risk children. TBRI has been used effectively with  children and youth of all ages and all risk levels. | **IV-E Training - 75/25 for appropriate costs**  **IV-E Allowable Activities:** Cultural Competency related to children and families, Child Abuse and neglect issues; such as the impact of child abuse and neglect on a child and general overviews of the issues involved in a child abuse/neglect investigations if a training is not related to how to conduct an investigation of child abuse/neglect, placement of the child; permanency planning including using kinship care as a resource for children involved in the child welfare system; effects of separation, grief and loss, child development and visitation.  **Legal and Related References:** Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | Length of training varies. Typically two days, 12 hours. | Departmental Trainers  State Office Location & Regional | Course Development Hours:  400 Hours  Course Update Hours: 20  Preparation Hours: 8 | All levels of child welfare staff, CASA, CIP and Tribal Representatives  Estimated Minimum Cost/Session: $2,150.00  Estimated Maximum Cost/Session: $5,413.00 |
| **Trust-Based Relational Intervention® (TBRI®) in the Courtroom (Part 1)- Children and families involved in the child welfare system have often experienced complex developmental trauma, demonstrating an interactive set of psychological and behavioral issues. TBRI® creates an understanding of the impact of trauma on children and families and provides a trauma-informed framework for creating case plans, structuring court room interactions, and decision-making designed to mitigate the negative outcomes that are often a result of trauma-based behaviors and attitudes.** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 5, 2-hour sessions:  1. *Trauma & the Brain*  2. *TBRI Connecting Principles*  3. *TBRI Empowering Principles*  4. *TBRI Correcting Principles*  5. *TBRI Applications in the courtroom and community* | The Pelican Center will partner with Crossroads NOLA and LCWTA to determine trainer/s | Course Development Hours: 380 | Judges who hear child in need of care cases    Course Development - $20,000 |
| **Trust-Based Relational Intervention® (TBRI®) in the Courtroom (Part 2) Children and families involved in the child welfare system have often experienced complex developmental trauma, demonstrating an interactive set of psychological and behavioral issues. TBRI® creates an understanding of the impact of trauma on children and families and provides a trauma-informed framework for creating case plans, structuring court room interactions, and decision-making designed to mitigate the negative outcomes that are often a result of trauma-based behaviors and attitudes.**    **This training will require on-going curriculum development to support the successful implementation of the CFSR PIP and the Families First Prevention Services Act.** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | 5, 2-hour sessions:  1. *Trauma & the Brain*  2. *TBRI Connecting Principles*  3. *TBRI Empowering Principles*  4. *TBRI Correcting Principles*  5. *TBRI Applications in the courtroom and community* | The Pelican Center will partner with Crossroads NOLA and LCWTA to determine trainer/s | Course Development Hours: 380 | Judges who hear child in need of care cases    Course Development - $20,000 |
| **Extended Foster Care Training for Judges and Attorneys – This course will provide information to judges and attorneys on the new extended foster care legislation and its legal implications.** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | The duration will depend on the on the on-going curriculum development to support the successful implementation of the CFSR PIP. | Department trainer/s and Pelican Center trainer/s in State office locations and Regional and Statewide training sites. | Course Development Hours - 228 | Judges, attorney’s, and other legal stakeholders    Course Development - $12,400 |
| **Legal Training for Foster Parents**  **The CIP will partner with the Louisiana Child Welfare Academy to provide legal training on the CINC process and hearings to foster care parents.**    **This training will require on-going curriculum development to support the successful implementation of the CFSR PIP and the Families First Prevention Services Act.** | **IV-E Training - 75/25 for appropriate costs**    **IV-E Allowable Activities: Preparation for and participation in judicial determinations, placement of the child, development of the case plan, fair hearings and appeals, eligibility determinations and re-determinations, case management and supervision, permanency planning including using kinship care as a resource for children involved in the child welfare system, Foster care candidate determinations and pre-placement activities directed toward reasonable efforts in 471 (a) (15), if the training is not related to providing a service.**    **Legal and Related References: Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2)** | The duration and number of sessions will depend on the on-going curriculum development to support the successful implementation of the CFSR PIP. | Departmental trainer/s and Pelican Center trainer/s | Course Development Hours - 228 | Judges, attorney’s, and other legal stakeholders    Course Development - $12,400 |
| **Motivational Interviewing –** This course teaches how to build rapport and create authentic engagement with different diverse groups, use direct, empathetic communication to create an effective relationship, negotiate goal setting with clients, and provide advice and information collaboratively. | **IV-E Training -75/25 for appropriate costs**  **IV-E Allowable Activities:**: Placement of the child; development of the case plan; case management and supervision; social work practice, such as family centered practice and social work methods including interviewing and assessment; permanency planning; effects of separation, grief and loss, home studies; child development, and visitation; communication skills required to work with children and families; general substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system; cultural competency related to children and families; activities designed to strengthen and preserve, strengthen, and reunify the family  **Legal and Related References:** Social Security Act – Sections 474(3)(A) and (B) and 45 CFR 1356.60(b), (c) and (d); 235.64(a)(1) and (2) | 2 days  (12 hours) | Departmental Trainers  State Office Location & Regional | Course Development Hours:  340 Hours  Course Update Hours: 20  Preparation Hours: 40 | All levels of child welfare staff including CPS, Foster Care, Family Services, Adoptions, CASA, CIP and Tribal Representatives  Estimated Minimum Cost/Session: $2,150.00  Estimated Maximum Cost/Session: $5,413.00 |
| **Jefferson Parish Juvenile Court Fostering Connections to Success and Increasing Adoption Act Training** |  |  |  |  |  |
| **CASA VOLUNTEER PRE-SERVICE TRAINING** - This module is specifically focused on the initial training provided to CASA volunteers. Potential training topics include: roles and responsibilities of the CASA volunteer; preparation and review of needs assessments (child/family/caregiver), case planning, case management plans, medical need assessments, care reviews, permanency plans, judicial reviews, judicial reporting, fact-based and fact-supported recommendations, evidence relevance, and negotiation skills; development of supporting documentation (personal testimony, interviewing collateral contacts, and documentation preservation) for all CASA activities; identifying potential caregivers; providing a diligent search on potential caretakers for foster children; determining the suitability of volunteer advocates via background criminal records checks; identifying outcome measures, benchmarks, systemic timelines, positive vs. negative case closures, court ordered compliance measures; completion of court reports, case documentation, and communication via telephone-written-social media-memoranda and all communications related to judicial determinations; communicating with diverse populations & cultures, identification of available community resources and the application & referral processes to access services | **75/25 IV-E for appropriate costs**  IV- E Allowable Activities: This module addresses the training preparation for and participation in judicial determinations; case reviews; assessments; development of case plans, case management and supervision. | 39 hours per course  3 hours per session  5 times annually per course  65 sessions annually | Court’s office  CASA program staff | Course Development Hours: 195  Preparation Hours: 214 | Participants: Court Personnel  Minimum: 15(per session)/  Maximum: 25(per session)  Cost per session:  Minimum –$1,035.00  Maximum - $1,380.00 |
| **CASA IN-SERVICE TRAINING -** This module is specifically focused on the ongoing training of CASA advocates and staff. The National CASA Association requires that all active CASA Advocates receive a minimum of 12 hours of formal training annually. Training focuses on the establishment of best practices in advocate case management, knowledge of the child welfare system, and needs assessment, among other related topics. Topics may include but are not restricted to developing cultural competence, understanding families from a strength-based orientation, stress management, risk assessment, as well as impact regarding mental illness, domestic violence, substance abuse, and poverty. | **75/25 IV-E for appropriate costs**  IV-E Allowable Activities:  The module addresses job performance enhancement, enhancement of case management skills, needs and risk assessment and reasonable candidacy. | 16 sessions annually  3 hours per session | Court’s Office  CASA Program Staff | Course Development Hours: 48  Preparation Hours:32 | Participants: Court Personnel  Minimum - 45  Maximum -70  Cost per session:  Minimum – $3,105.00  Maximum -$4,830.00 |
| **Darkness2Light** training (sexual abuse prevention training)  This module is a revolutionary evidence-based sexual abuse prevention training program that educates adults to prevent, recognize, and react responsibly to child sexual abuse, and motivates them to courageous action. | **75/25 IV-E for appropriate costs**  IV-E Allowable Activities:  The module addresses job performance enhancement, needs assessment, reasonable candidacy assessments, and home studies. | 3 hours per session  14 times per year | Court’s Office  CASA Program Staff | Course Development Hours: 42  Preparation Hours:28 | Participants: CASA Personnel  Minimum - 20  Maximum - 50  Cost per session:  Minimum -$690.00  Maximum -$1,380.00 |
| **LGBTQ Task Force Training:** Moving the Margins: Training Curriculum for Child Welfare Services with Lesbian, Gay, Bisexual, Transgender, and Questioning (LGBTQ) Youth in Out of Home Care—This module was developed for the National Association of Social Workers and Lambda Legal. The goal of training is to improve outcomes for Lesbian, Gay, Bisexual, Transitioning, and Questioning (LGBTQ) youth who are in DCFS custody, involved in the juvenile justice system, or informally involved through the Families in Need of Services (FINS) process. LGBTQ youth in juvenile justice systems face increased risk of suicide, mental health disorders, bullying, and rejection from placements and family members. The ultimate goal of this project is for this population of children to feel and BE safe. | **75/25 IV-E for appropriate costs**  IV-E Allowable Activities:  The module addresses job performance enhancement, enhancement of case management skills, case plan development, needs and risk assessment, and reasonable candidacy. | Hours per session:3  Number of Sessions per year: 15 | Court’s Office  CASA Program Staff | Course Development Hours: 45  Preparation Hours:22 | Participants: CASA Personnel  Minimum –25  Maximum -30  Cost per session:  Minimum - $1,725.00  Maximum -$2,070.00 |
| **Court Improvement Project** Training  This module provides specialized training to better develop the attorneys, judges, child welfare employees, volunteers and staff for court related activity and issues related to the specific needs of the population of children served. | **75/25 IV-E for appropriate costs**  IV-E Allowable Activities:  The module addresses the training preparation for and participation in judicial determinations; case reviews; development of case plans, assessment, and supervision. | Hours per session:6  Number of Sessions per year: 1 | Court’s Office  CASA Program Staff | Course Development Hours: 6  Preparation Hours: 3 | Participants: CASA Personnel  Minimum – 90  Maximum - 110  Cost per session:  Minimum -$5,175.00  Maximum -$6,900.00 |
| **Clinics** - these specialized trainings are provided to better develop the volunteers and staff for court related activities such as court report writing, court preparation, information gathering and court testimony. | **50/50 IV-E for appropriate costs**  IV-E Allowable Activities:  The module addresses the training preparation for and participation in judicial determinations; case reviews, development of case plans, job performance enhancement skills (writing and verbal expression), and supervision. | Hours per session: 2  Number of sessions per year: 24 | Court’s Office  CASA Program Staff | Course Development Hours: 48  Preparation Hours:24 | Participants:  CASA Personnel  Minimum – 1  Maximum - 5  Cost per session:  Minimum - $69.00  Maximum -$345.00 |
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| **Title IV-E Scholars Program** |  |  |  |  |  |
| **Grambling State University**  **Training Courses:**   |  | | --- | | Advanced Social Welfare Policy and Services | | Assessment and Diagnostic System | | Behavioral Health and Generalist Social Work Practice | | Block Field Instruction | | Child Welfare | | Child Welfare and the Law | | Cultural Diversity | | Diagnosis and Intervention in Child Welfare | | Direct Practice 1 | | Direct Practice 2 | | Direct Practice Field Education 1 | | Direct Practice Field Education 2 | | Field Instruction Seminar | | Foundation Field Education 1 | | Foundation Field Education 2 | | Human Behavior and Social Environment 1 | | Human Behavior and Social Environment 2 | | Integrative Seminar | | Interviewing and Communication | | Introduction to Social Work | | Protective Services | | Social Welfare Policy 1 | | Social Welfare Policy 2 | | Social Welfare Policy and Services 2 | | Social Work Practice Methods 1 | | Social Work Practice Methods 2 | | Substance Abuse Issues in Social Work Practice | |  |   **Administrative Courses:**   |  | | --- | | Advanced Research | | Elementary Statistics | | Emotional and Social Intelligence | | Ethics in Supervision | | Families and Couples Treatment in Social Work | | Introduction to Research | | Managing Change and Organizational Culture | | Practicing in Human Service Organizations | | Research and Data Analysis | | Research Methods | | Supervising as a Leader | | Supervision in a Child Welfare Environment | |  | | **75/25 IV-E for appropriate costs**  IV-E Allowable Activities:  Training courses cover Title IV-E Allowable training topics such as: Referral to services; Preparation for and participation in judicial determinations; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Social work practice, such as family centered practice and social work methods including interviewing and assessment; Cultural competency related to children and families; Child abuse and neglect issues, Permanency planning including using kinship care as a resource for children involved with the child welfare system; General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system; Effects of separation, grief and loss, child development, and visitation; Communication skills required to work with children and families;  Activities designed to preserve, strengthen, and reunify the family;  Assessments to determine whether a situation requires a child’s removal from the home; Ethics training associated with a title IV-E State plan; Independent living and the issues confronting adolescents preparing for independent living; Evidence-based practice; Screening and Assessment; Protective Factors; Resiliency; Relational Competence; Child social and emotional development and well-being; Trauma; Cultural Competence/Cultural Diversity/Cultural Humility.  Administrative courses cover Title IV-E Allowable administrative topics such as: State agency personnel policies and procedures; job performance enhancement skills; general supervisory skills; Ethics; Team building and stress management; and worker retention and worker safety. | Hours per session: 45  Number of sessions per year: 63 | Online and Face-to-Face Classrooms. | Course Development Hours: 80-120 hours per course.  Course Update Hours: 45-80 hours per course.  Preparation Hours: 45 Hours per course. | Participants: BSW, MSW, and Employee Scholars (MSW).  Minimum – 10 per section/course.  Maximum – 30 per section/course.  Cost per year:  $295,292 (Training Courses)  $141,906 (Admin Courses) |
| **Louisiana State University**  **Training Courses:**   |  | | --- | | Child Maltreatment | | SW 3006 Social Work Practice with Groups | | SW 4070: Criminal and Juvenile Justice | | SW 4200 Integrative Seminar | | SW 7001 Human Behavior and the Social Environment 1 | | SW 7002 Human Behavior and the Social Environment 2 | | SW 7003 Social Welfare History and Policy | | SW 7004 Human Diversity and Oppression | | SW 7005 Social Work Practice with Individuals and Families | | SW 7006: Practice with Groups and Community | | SW 7305 Social Work Intervention | | SW 7504 Advanced Social Policy | | SW 7505 Social Work Advanced Direct Practice Theory | | SW 7807 Crisis Intervention | | SW 7807 Developmental Disabilities | | SW 7807: Criminal and Juvenile Justice | | SW 7415 Child and Family I | | SW 7010 Differential Diagnosis | | SW 4010 Behavioral Health Assessment | | SW 7416 Child and Family II | | SW 7804 Addictions | | SW 2000 Introduction to Social Work | | SW 2500 Introduction to LGBTQ | | SW 7406 Social Work with LGBTQ | | SW 3002 Skills in Working with People | | SW 3002 Child and Family | | SW 307 Juvenile Delinquency | | SW 3008 Human Behavior and the Social Environment II | | Social Work Practice in Schools | | SW 7807 At Risk Youth  Administrative Courses:   |  | | --- | |  | | SW 4007 Practice with Organizations and Communities | | SW 7009: Social Work Research 1 | | SW 7501 Program and Practice Evaluation  SW 7506 Community and Agency Contexts | | | **75/25 IV-E for appropriate costs**  IV-E Allowable Activities:  Training courses cover Title IV-E Allowable training topics such as: Referral to services; Preparation for and participation in judicial determinations; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Social work practice, such as family centered practice and social work methods including interviewing and assessment; Cultural competency related to children and families; Child abuse and neglect issues, Permanency planning including using kinship care as a resource for children involved with the child welfare system; General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system; Effects of separation, grief and loss, child development, and visitation; Communication skills required to work with children and families;  Activities designed to preserve, strengthen, and reunify the family;  Assessments to determine whether a situation requires a child’s removal from the home; Ethics training associated with a title IV-E State plan; Independent living and the issues confronting adolescents preparing for independent living; Evidence-based practice; Screening and Assessment; Protective Factors; Resiliency; Relational Competence; Child social and emotional development and well-being; Trauma; Cultural Competence/Cultural Diversity/Cultural Humility.  Administrative courses cover Title IV-E Allowable administrative topics such as: State agency personnel policies and procedures; job performance enhancement skills; general supervisory skills; Ethics; Team building and stress management; and worker retention and worker safety. | Hours per session: 45  Number of sessions per year: | Online and Face-to-Face Classrooms. | Course Development Hours: 80-120 hours per course.  Course Update Hours: 45-80 hours per course.  Preparation Hours: 45 Hours per course. | Participants: BSW, MSW, and Employee Scholars (MSW).  Minimum – 10 per section/course.  Maximum – 30 per section/course.  Cost per year:  $1,147,434.00 (Training Courses)  $230,239.00 (Admin Courses) |
| **Northwestern State University**  **Training Courses:**   |  | | --- | | SOWK 4190 Field Work | | SOWK 2090 Social Welfare as a Social Institution | | SOWK 2100 Social Work as a Profession | | SOWK 3030 Human Behavior and the Social Environment I | | SOWK 3040 Human Behavior and the Social Environment II | | SOWK 3060 Practice with Older Adults | | SOWK 3080 Loss, Grief, Death, and Dying | | SOWK 3120 Generalist Practice I | | SOWK 3130 Generalist Practice with Groups | | SOWK 3140 Generalist Practice III | | SOWK 3150 Generalist Practice with Families | | SOWK 3180 Techniques of Interviewing | | SOWK 3350 Economics and Social Work | | SOWK 4230 Introduction to Child Welfare | | SOWK 4240 Human Sexuality | | SOWK 4260 Understanding Child Abuse and Neglect | | SOWK 4270 Child Welfare and the Law | | SOWK 4280 Family Services | | SOWK 4350 Contemporary Social Policy | | SOWK 4450 Cultural Diversity | | SOWK 4800 Practice in Addictive Disorders | | SOWK 4900 Differential Diagnosis | | SOWK Domestic Violence |   **Administrative Courses:**   |  | | --- | | SOWK 2010 Critical Thinking and Writing | | SOWK 3070 Values and Ethics | | SOWK 4030 Statistics in Social Work | | SOWK 4040 Research Methods | | SOWK 4220 Person Development and Self Care | | SOWK 4370 Stress Management | | **75/25 IV-E for appropriate costs**  IV-E Allowable Activities:  Training courses cover Title IV-E Allowable training topics such as: Referral to services; Preparation for and participation in judicial determinations; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Social work practice, such as family centered practice and social work methods including interviewing and assessment; Cultural competency related to children and families; Child abuse and neglect issues, Permanency planning including using kinship care as a resource for children involved with the child welfare system; General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system; Effects of separation, grief and loss, child development, and visitation; Communication skills required to work with children and families;  Activities designed to preserve, strengthen, and reunify the family;  Assessments to determine whether a situation requires a child’s removal from the home; Ethics training associated with a title IV-E State plan; Independent living and the issues confronting adolescents preparing for independent living; Evidence-based practice; Screening and Assessment; Protective Factors; Resiliency; Relational Competence; Child social and emotional development and well-being; Trauma; Cultural Competence/Cultural Diversity/Cultural Humility.  Administrative courses cover Title IV-E Allowable administrative topics such as: State agency personnel policies and procedures; job performance enhancement skills; general supervisory skills; Ethics; Team building and stress management; and worker retention and worker safety. | Hours per session: 45  Number of sessions per year: 129 | Online and Face-to-Face Classrooms. | Course Development Hours: 80-120 hours per course.  Course Update Hours: 45-80 hours per course.  Preparation Hours: 45 Hours per course. | Participants: BSW, MSW, and Employee Scholars (MSW).  Minimum – 10 per section/course.  Maximum – 60 per section/course.  Cost per year:  $521,931 (Training Courses)  $73,904 (Admin Courses) |
| **Southeastern Louisiana University**  Training Courses:  SW 101 Introduction to Social Work  SW 102 History and Philosophy of Social Welfare and Social Work  SW 202 Child Welfare Services  SW 203 Human Behavior in the Social Environment I  SW 204 Human Behavior in the Social Environment II  SW 205 Understanding Human Diversity and Populations at Risk  SW 360 Social Work Research Methods and Designs  SW402 Social Welfare Policy, A Framework for Analysis  SW 303 Crisis Intervention  SW 304 Generalist Social Work Practice: Micro Practice Skills  SW 305 Generalist Social Work Practice: Mezzo Practice Skills  SW 406 Generalist Social Work Practice  SW 306 Child Welfare: In Home Services  SW 307 Child Welfare: Substitutive Services  SW 497 Integrative Field Seminar  SW 498 Field Internship  Administrative Course:  SW 361 Methods of Analysis and Dissemination | **75/25 IV-E for appropriate costs**  IV-E Allowable Activities:  Training courses cover Title IV-E Allowable training topics such as: Referral to services; Preparation for and participation in judicial determinations; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Social work practice, such as family centered practice and social work methods including interviewing and assessment; Cultural competency related to children and families; Child abuse and neglect issues, Permanency planning including using kinship care as a resource for children involved with the child welfare system; General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system; Effects of separation, grief and loss, child development, and visitation; Communication skills required to work with children and families;  Activities designed to preserve, strengthen, and reunify the family;  Assessments to determine whether a situation requires a child’s removal from the home; Ethics training associated with a title IV-E State plan; Independent living and the issues confronting adolescents preparing for independent living; Evidence-based practice; Screening and Assessment; Protective Factors; Resiliency; Relational Competence; Child social and emotional development and well-being; Trauma; Cultural Competence/Cultural Diversity/Cultural Humility.  Administrative courses cover Title IV-E Allowable administrative topics such as: State agency personnel policies and procedures; job performance enhancement skills; general supervisory skills; Ethics; Team building and stress management; and worker retention and worker safety. | Hours per session: 45  Number of sessions per year: | Online and Face-to-Face Classrooms. | Course Development Hours: 80-120 hours per course.  Course Update Hours: 45-80 hours per course.  Preparation Hours: 45 Hours per course. | Participants: BSW students  Minimum – 10 per section/course.  Maximum – 30 per section/course.  Cost per year:  $ (Training Courses)  $ (Admin Courses) |
| **Southern University at Baton Rouge**  **Training Courses:**   |  | | --- | | Addictive Behaviors | | Case Management | | Diversity/Ethnic Families | | Field for Scholars | | Field Instruction Seminar I | | Field Instruction Seminar II | | Generalist Practice Lab | | Generalist Social Work Practice I | | Generalist Social Work Practice II | | Human Behavior I | | Human Behavior II | | Introduction to Field Instruction | | Introduction to Social Welfare Policy | | Introduction to Social Work | | Law and Social Work | | Services to Families and Children | | Sim Lab Training | | Social Welfare Policy Analysis | | Social Work as a Profession | | Violence in Families  Simulation Lab  Certificate Program |   **Administrative Courses:**   |  | | --- | | Introduction to Research | | Social Work Research | | **75/25 IV-E for appropriate costs**  IV-E Allowable Activities:  Training courses cover Title IV-E Allowable training topics such as: Referral to services; Preparation for and participation in judicial determinations; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Social work practice, such as family centered practice and social work methods including interviewing and assessment; Cultural competency related to children and families; Child abuse and neglect issues, Permanency planning including using kinship care as a resource for children involved with the child welfare system; General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system; Effects of separation, grief and loss, child development, and visitation; Communication skills required to work with children and families;  Activities designed to preserve, strengthen, and reunify the family;  Assessments to determine whether a situation requires a child’s removal from the home; Ethics training associated with a title IV-E State plan; Independent living and the issues confronting adolescents preparing for independent living; Evidence-based practice; Screening and Assessment; Protective Factors; Resiliency; Relational Competence; Child social and emotional development and well-being; Trauma; Cultural Competence/Cultural Diversity/Cultural Humility.  Administrative courses cover Title IV-E Allowable administrative topics such as: State agency personnel policies and procedures; job performance enhancement skills; general supervisory skills; Ethics; Team building and stress management; and worker retention and worker safety. | Hours per session: 45  Number of sessions per year: 29 | Online and Face-to-Face Classrooms. | Course Development Hours: 80-120 hours per course.  Course Update Hours: 45-80 hours per course.  Preparation Hours: 45 Hours per course. | Participants: BSW, MSW, and Employee Scholars (MSW).  Minimum – 10 per section/course.  Maximum – 30 per section/course.  Cost per year:  $270,589 (Training Courses, Sim Lab, and Certificate Program)  $22,497 (Admin Courses) |
| **Southern University at New Orleans**  **Training Courses:**   |  | | --- | | SOWK 100 Introduction to Social Welfare | | SOWK 200 Seminar for Majors | | SOWK 241 Communication Skills | | SOWK 2810 Field Seminar | | SOWK 311 Policy II | | SOWK 351 DS II | | SOWK 420 Working with Children | | SOWK 436 Child Welfare Services | | SOWK 441 Introduction to Mental Health | | SOWK 443 Diversity and Empowerment | | SOWK 482 Field Instruction II | | SOWK 492S Senior Seminar | | SOWK 500 Integrative Seminar I | | SOWK 501 Policy I | | SOWK 502 Policy II | | SOWK 601 Human Behavior and the Social Environment I | | SOWK 602 Human Behavior and the Social Environment II | | SOWK 606 Field Seminar I | | SOWK 607 Field Seminar Practicum II | | SOWK 608 Diversity and Empowerment | | SOWK 610 DS II | | SOWK 620 APO II | | SOWK 703 Field Seminar Practicum IV | | SOWK 735 Empowerment (CYF) | | SOWK 737 Empowerment (CYF) | | SOWK 741 Children and Adolescent Services | | SOWK 751 Chemical Dependency |   **Administrative Courses:**   |  | | --- | | SOWK 432 Research II | | SOWK 605 Research I | | SOWK 701 Research III | | **75/25 IV-E for appropriate costs**  IV-E Allowable Activities:  Training courses cover Title IV-E Allowable training topics such as: Referral to services; Preparation for and participation in judicial determinations; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Social work practice, such as family centered practice and social work methods including interviewing and assessment; Cultural competency related to children and families; Child abuse and neglect issues, Permanency planning including using kinship care as a resource for children involved with the child welfare system; General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system; Effects of separation, grief and loss, child development, and visitation; Communication skills required to work with children and families;  Activities designed to preserve, strengthen, and reunify the family;  Assessments to determine whether a situation requires a child’s removal from the home; Ethics training associated with a title IV-E State plan; Independent living and the issues confronting adolescents preparing for independent living; Evidence-based practice; Screening and Assessment; Protective Factors; Resiliency; Relational Competence; Child social and emotional development and well-being; Trauma; Cultural Competence/Cultural Diversity/Cultural Humility.  Administrative courses cover Title IV-E Allowable administrative topics such as: State agency personnel policies and procedures; job performance enhancement skills; general supervisory skills; Ethics; Team building and stress management; and worker retention and worker safety. | Hours per session: 45  Number of sessions per year: 160 | Online and Face-to-Face Classrooms. | Course Development Hours: 80-120 hours per course.  Course Update Hours: 45-80 hours per course.  Preparation Hours: 45 Hours per course. | Participants: BSW, MSW, and Employee Scholars (MSW).  Minimum – 10 per section/course.  Maximum – 30 per section/course.  Cost per year:  $818,396.00 (Training Courses)  $60,829.00 (Admin Courses) |
| **University of Louisiana at Monroe**  **Training Courses:**   |  |  | | --- | --- | | SOCW 4021 Field Education in Social Work | | | CJ 3008 Substance Abuse |  | | CJ 4015 Juvenile Delinquency & Justice | | | PSYC 2003 Child Psychology |  | | PSYC 2005 Adolescent Psychology | | | SOCL 2003 Social Problems |  | | SOCW 1001 Introduction to Social Work | | | SOCW 1002 Social Welfare as an Institution | | | SOCW 2005 Human Behavior and the Social Environment I | | | SOCW 300 Interv & Helping Relationship | | | SOCW 3003 Social Work and Social Policy | | | SOCW 3005 Human Behavior and the Social Environment II | | | SOCW 3015 Practice I |  | | SOCW 4003 Family Violence Social Work Practice | | | SOCW 4005 Differential Diagnosis | | | SOCW 4008 Child Abuse Recognition and Treatment | | | SOCW 4010 Human Services/Rural Environment | | | SOCW 4012 Diversity |  | | SOCW 4016 Practice II |  | | SOCW 4019 The Child, Family, & Community | | | SOCW 4022 Field Education Seminar | | | SOCW 4095 Intersectionality |  |   **Administrative Courses:**  SOCW 4070 Social Research | **75/25 IV-E for appropriate costs**  IV-E Allowable Activities:  Training courses cover Title IV-E Allowable training topics such as: Referral to services; Preparation for and participation in judicial determinations; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Social work practice, such as family centered practice and social work methods including interviewing and assessment; Cultural competency related to children and families; Child abuse and neglect issues, Permanency planning including using kinship care as a resource for children involved with the child welfare system; General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system; Effects of separation, grief and loss, child development, and visitation; Communication skills required to work with children and families;  Activities designed to preserve, strengthen, and reunify the family;  Assessments to determine whether a situation requires a child’s removal from the home; Ethics training associated with a title IV-E State plan; Independent living and the issues confronting adolescents preparing for independent living; Evidence-based practice; Screening and Assessment; Protective Factors; Resiliency; Relational Competence; Child social and emotional development and well-being; Trauma; Cultural Competence/Cultural Diversity/Cultural Humility.  Administrative courses cover Title IV-E Allowable administrative topics such as: State agency personnel policies and procedures; job performance enhancement skills; general supervisory skills; Ethics; Team building and stress management; and worker retention and worker safety. | Hours per session: 45  Number of sessions per year: 28 | Online and Face-to-Face Classrooms. | Course Development Hours: 80-120 hours per course.  Course Update Hours: 45-80 hours per course.  Preparation Hours: 45 Hours per course. | Participants: BSW, MSW, and Employee Scholars (MSW).  Minimum – 10 per section/course.  Maximum – 30 per section/course.  Cost per year:  $424,323.00 (Training Courses)  $6,828.00 (Admin Courses) |
| **BACS Supervision**  Advanced Practitioner Training offered to DCFS Staff  Universities which arrange and pay for BACS Supervision  LSU  NSU  SUNO  ULM | **75/25 IV-E for appropriate costs**  IV-E Allowable Activities:  Indivdiual and Group Advanced Supervision/Training sessions cover Title IV-E Allowable topics such as: Referral to services; Preparation for and participation in judicial determinations; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Social work practice, such as family centered practice and social work methods including interviewing and assessment; Cultural competency related to children and families; Child abuse and neglect issues, Permanency planning including using kinship care as a resource for children involved with the child welfare system; General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system; Effects of separation, grief and loss, child development, and visitation; Communication skills required to work with children and families;  Activities designed to preserve, strengthen, and reunify the family;  Assessments to determine whether a situation requires a child’s removal from the home; Ethics training associated with a title IV-E State plan; Independent living and the issues confronting adolescents preparing for independent living; Evidence-based practice; Screening and Assessment; Protective Factors; Resiliency; Relational Competence; Child social and emotional development and well-being; Trauma; Cultural Competence/Cultural Diversity/Cultural Humility. | Hours per session: 1-2  Number of sessions per year: 520 (approximate to the number of supervisees). | Face-to-face supervision. | Preparation Hours: 2 hours per session. | Participants: MSW staff.  Minimum – 9 per year  Maximum – 15 per year  Cost per year:  $48,000 |

\*\***Course development hours consist of the following**: meetings within the department on the purpose of the training, the intended recipients and course content; includes research, program staff consultation, policy review, course development, draft review and circulation, refinement and finalization.

\*\***Course update hours consist of the following**: Includes research, program staff consultation, policy review and implementation of changes in existing curriculum.

\*\***Preparation hours consist of the following**: Includes room/location scheduling, set up and take down, copying and printing of materials, packet development; work with hotels to set up blocks of rooms, travel, and trainer review of training package.

\***Minimum number of participants for all training courses (except the Safety Decision Making) is 10 and the maximum number of participants for all courses is 30.**

**As part of the new worker training curriculum, new workers are assigned a reduced caseload.**

**NOTE: Trainees’ salaries are not computed in the training cost allocation methodology since it is done through the RMS process.**

**Methodology for determining minimum and maximum costs for the CASA Fostering Connections To Success and Increasing Adoptions Act Training: The total CASA training budget was divided by the number of total participants to determine a per participant cost. The maximum and minimum costs were based on this figure ($69) multiplied by the minimum and maximum number of participants.**