



Tennessee Department of Children's Services

DCS Staff List for Credentialed Trainings

The following training, workshops and seminars comprise areas where DCS staff have focused learning in important areas for child welfare professionals.

Directions: Please check the box that shows you have completed the learning event and the date that it was completed. There is also space to list other supplemental training in the chosen area.

For a comprehensive list of DCS professional development opportunities click here: [DCS Staff In-Service Catalog](#)

Working with Diverse Populations

Name of Course	Course Description	Course Code/Format	Format	Check for Completed	Date Completed
Autism Awareness	Participants will learn about autism, including symptoms, risk factors, and treatment options.	CHCB1701	CBT	<input type="checkbox"/>	
Culturally Competent Practice with Latino Children and Families	In this training the focus will be to successfully work with clients, practitioners must first understand how clients self-identify. It is important to avoid labeling individuals or generalizing about characteristics and traits based on cultural stereotypes.	CHDE1753	Classroom	<input type="checkbox"/>	

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LGBTQI Youth	This curriculum aims to increase the competence and enhance the skill of child welfare staff working with LGBTQI youth. The training will provide information on the impact and scope of LGBTQI youth in the child welfare system; strategies for balancing personal views with professional responsibilities; understanding DCS policy related to sexual orientation, gender identity and expression; using accurate and culturally appropriate terminology; assessing, supporting, and affirming young people in the process of “coming out”; effective engagement and casework strategies for working with LGBTQI youth; advocating for LGBTQI youth.	CHDE1775	Classroom	<input type="checkbox"/>	
Rural Cultural Competency	Given that culture and language are factors that affect health and healthcare, rural communities must develop culturally competent services integration programs.	CHDE1713	Classroom	<input type="checkbox"/>	
Supported Decision Making	The TN Disability Policy Alliance, including Tennessee Council on Developmental Disabilities, Disability Rights Tennessee, The Arc Tennessee, and The Statewide Independent Living Council to work jointly on policy issues affecting Tennesseans with disabilities. This course was provided by Disability Rights Tennessee and covers an explanation of Supported Decision Making (SDM) for individuals	<u>CHCB4006</u>	Recorded Webinar in Edison	<input type="checkbox"/>	

	with intellectual and developmental disabilities and when and how to use SDM in case planning.				
Americans with Disabilities Act	This training will assist in ensuring compliance with requirements of the American Disabilities Act (ADA) for qualified individuals with disabilities by providing training regarding individualized treatment and the full and equal opportunity to access and participate in services. Your basic understanding of service delivery to DCS children & families with disabilities will be increased. This training is specifically related to clients with disabilities. Employees with disabilities are covered in policy 4.18. Further, you will understand DCS policy 1.1 "Providing Equal Access to Programs, Services, and Activities for Individuals with Disabilities under the Americans with Disabilities Act (ADA)"	<u>CHCB0021</u>	CBT	<input type="checkbox"/>	
Concussion, Traumatic Brain Injury and Abusive Head Trauma: Supporting Children and Families	BrainLinks, a program of the Tennessee Disability Coalition, will address Concussion and Traumatic Brain Injury (TBI) over a series of webinars in partnership with Department of Children's Services throughout 2020. The first topic in this series will be: "Concussion, TBI and Abusive Head Trauma: Supporting Children and Families." We will begin with an introduction to TBI and Concussion and new treatment models. Maybe you are familiar with "Shaken Baby Syndrome," also known as Abusive Head Trauma? BrainLinks	CHCB3025	Webinar/CBT	<input type="checkbox"/>	

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	will address potential issues for children served by DCS that may have experienced a brain injury such as lack of screening and/or treatment due to lack of awareness. Participants will learn how to identify symptoms and consider possible long-term effects of this sometimes-invisible disability. BrainLinks will share helpful tools and resources and allow participants to ask direct questions to experts in the field.				
Understanding Anxious Behaviors: Selective Mutism	Dr. Shelley Avny, the founder of the Child & Adolescent Anxiety Practice (CAAP), has expertise in the full range of anxiety disorders, and a focus on a sub-specialization in Selective Mutism (SM). Dr. Avny is at the forefront of the conceptualization and treatment of youth with selective mutism, and developed WeSpeak, the first structured behavioral group intensive for tweens and teens with SM. Dr. Avny will provide information about anxiety disorders with a focus on information specifically about SM. Dr. Avny will allow for a question and answer period during the webinar for participants with specific questions.	CHWB3122	Webinar/CBT	<input type="checkbox"/>	
Autism Awareness in the Child Welfare System with Dr. Laura Corona	April is Autism Awareness Month! In order to raise awareness, DCS will host a webinar with Dr. Laura Corona of the Vanderbilt Kennedy Center's Treatment & Research Institute for Autism Spectrum Disorder (TRIAD) who will provide an overview about autism spectrum	CHWB4032	Webinar/CBT	<input type="checkbox"/>	

	disorder (ASD), shed light on why children and youth with autism could be at risk for adversity, and will share ways to serve and engage children who are on the autism spectrum. Participants will also have the opportunity to ask Dr. Laura Corona questions as well as learn about the services TRIAD offers.				
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Supplemental Training					
Name of Course	Course Description	Course Code/Format	Format	Check for Completed	Date Completed
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Wellness, Self-Care, Addressing Vicarious Trauma and Safety					
Name of Course	Course Description	Course Code/Format	Format	Check for Completed	Date Completed
Butterfly Circus	Participants will view and discuss and uplifting film about overcoming difficult life situations and explore personal reactions to the film in relation to work with families.	CHDE1772	Classroom	<input type="checkbox"/>	
Safe & Sound: Case Worker Safety in the Delivery of Social Services	This training program has been designed to enhance the safety of human service workers providing crisis intervention services. It builds upon the experiences of participants and presents a paradigm for understanding and responding to the needs of people in crisis.	CHDE5906	Classroom	<input type="checkbox"/>	
Self-defense Techniques R.A.D. for Men	Participants will have the opportunity to: raise their awareness of aggressive behavior, recognize how aggressive behavior impacts their lives, learn steps to avoid aggressive behavior, consider how they can be part of reducing aggression and violence, and practice hands-on self-defense skills to resist and escape aggressive behavior directed toward them.	CHDE6020	Classroom	<input type="checkbox"/>	
Rape Aggression Defense R.A.D. Program for Women	R.A.D. is a program of realistic, self-defense tactics and techniques. It provides comprehensive courses that begin with awareness, prevention, risk reduction and	CHDE6020	Classroom	<input type="checkbox"/>	

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	avoidance, while progressing on to the basics of hands-on defense training. The system of realistic defense provides participants with the knowledge to make an educated decision about resistance				
Surviving an Active Shooter	The Tennessee Department of Safety and Homeland Security- Office of Homeland Security offers a 1 1/2 hour presentation which provides vital information about mitigating the threat posed by individuals who carry out acts of violence, along with information that addresses intervention, clarifies the role of those involved, and how to effectively respond to the problem.	ACSH1000	CBT	<input type="checkbox"/>	
Creating A Heart Healthy Tennessee Workforce	The Office of Learning & Professional Development invites you to join us for an online hour of Heart Health education and EmPOWERment training. The session will be led by a DCS Trainer with assistance from Community Professionals as they are available. Topics discussed can include: Prevention; Symptoms; Risk Factors; Nutrition; Heart Disease Prevention in Women (because Women die and are affected at higher rates than Men); Physical activity; and Learning the Nutritional Facts Panel, (just to name a few). These sessions will also count toward DCS's involvement in the Governor's initiative towards Working for a Healthier Tennessee.		Webinar/CBT	<input type="checkbox"/>	
DCS Wellness Council: Healthy Meal Planning On-The-Go	Looking to save money AND calories? Instead of turning to fast food or carry-out during the week, why not try some healthy food planning? Dietician, Lindsey Joe provides an expert guide	CHWB6702	Webinar/CBT	<input type="checkbox"/>	

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	that gives basic nutrition information, meal planning tips and simple and tasty recipes for everyone to try!				
Wellness We Can Use: Here 4 TN and Optum Services	Optum is the provider for Here 4 TN! In this webinar, Optum personal assistants will provide some wellness, self-care, and mind/body techniques to support DCS staff with consideration of the high levels stress that child welfare professional's encounter. This webinar will also cover the services and benefits that Optum provides how to access those services and show staff how to receive incentives through participating. The program Take Charge at Work will be highlighted!	CHWB6007	Webinar/CBT	<input type="checkbox"/>	
Tools for Supervisors: Here 4 TN and Optum Services	Here4TN, powered by Optum, is here for all State of Tennessee employees and their dependents. In this webinar, participants will learn about the services offered to support DCS supervisors. This will include management consultations, workplace referrals and Critical Incident Response Services. A manager's work is filled with constant challenges. Here4TN can help. This webinar will also include a training on maintaining balance in life, specifically for our leaders.	CHWB6008	Webinar/CBT	<input type="checkbox"/>	
The SECURE Connection Model: A Brain-Based Framework for Creating a Climate of Trust,	Child welfare is complex and changes rapidly. Due to the way the human brain is wired, change is often met with a great deal of unease. Research from modern neuroscience uncovers that there is an	CHWB3117	Webinar	<input type="checkbox"/>	

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Collaboration, and Engagement	approach to engagement that can help people at all levels in the child welfare system. Disengagement is the primary reason why people appear to be 'resistance' to change and why people struggle to regulate themselves in challenging situations and interpersonal interactions. For helpers to effectively support children and families faced with challenging circumstances, it is important to understand the biological underpinnings of why this is so.				
Neuroscience of Breaking Unconscious Bias in Child Welfare Webinar	Most bias is unconscious but has an impact on our decisions. This professional development offers participants ways to identify and mitigate unconscious bias whenever possible. Participants will be introduced to the science of how and why coaching works, a framework for increasing engagement and motivation in others and an approach for facilitating high impact conversations. This webinar draws on the underlying brain systems behind the biases driving decisions, which help people understand the challenges involved with implicit social cognition.	CHWB3118	Webinar	<input type="checkbox"/>	
Resilience: Science-Based Skills for Building Stress Capacity	Stress resilience is the capacity to prepare for, recover from and adapt in the face of stress, challenge and adversity. It plays a fundamental role in building trust and maintaining high levels	CHST3032	Webinar	<input type="checkbox"/>	

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	of motivation within ourselves and others. In this webinar series participants will learn the physiology of stress management, develop skills for building resilience in the face of change and uncertainty, practice energy self-regulation techniques and more!				
Build Resiliency During Uncertain Times: Coaching Sessions with Laurie Ellington	Child welfare is complex and changes rapidly even when there are not overarching community challenges. Please join us for this unique experience with Laurie Ellington as we build a resilient community together during these uncertain times. Ms. Ellington will use an interactive brain-based approach that draws on breakthroughs in modern neuroscience to guide participants to boost their emotional and relationship communication skills. Participants will also learn science-based mindfulness activities and healthy coping strategies to use during stressful situations.	CHCB3023	Webinar	<input type="checkbox"/>	
Secondary Traumatic Stress and Supervisors	Participants gain knowledge of Secondary Traumatic Stress symptoms and the impact on Child Welfare Professionals. Participants will learn to identify and recognize various strategies to prevent Secondary Traumatic Stress for themselves and others. Participants will discuss different resiliency factors and self-assessment tools that can be utilized to assess risk. Participants will learn strategies for Secondary Traumatic Stress intervention.	CHDE2080	Classroom	<input type="checkbox"/>	
Supplemental Training					

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Trauma					
Name of Course	Course Description	Course Code/Format	Format	Check for Completed	Date Completed
Building Strong Brains	The architecture of a young child's brain is shaped by the interaction between genes and experiences. Science shows that Adverse Childhood Experiences are correlated with negative health outcomes.	CHDE3066	Webinar or Classroom	<input type="checkbox"/>	
Child Welfare Trauma Training Toolkit	This course is designed to teach basic knowledge, skills, and values about working with children in the child welfare system that have experienced traumatic events, and how to use this knowledge to support children's safety, permanency, and well-being through trauma-informed practice.	CHDE3035	Classroom	<input type="checkbox"/>	
Child Sex Trafficking	Domestic minor sex trafficking (DMST) is the commercial exploitation and child abuse of children within U.S. borders. It is defined as the "recruitment, harboring, transportation, provision, or obtaining of a person for the purpose of a commercial sex act in which the person is a U.S. citizen or lawful permanent resident under the age of 18 years. At any given time, there are between 100,000 and 300,000 children in the U.S. alone at risk for commercial sexual exploitation. These children are being coerced and/or forced into situations in which they're being exploited sexually against their will.	CHCB4024	CBT	<input type="checkbox"/>	
Innovation with	In this webinar, Mathew Portell an award winning	CHWB4024	Webinar	<input type="checkbox"/>	

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Heart: Mathew Portell, Educator, Principal, Foster Parent	educator, principal and foster parent will share his experiences about creating trauma informed schools and spaces. As a principal, his work is focused around building a foundation with teachers and staff in understanding Adverse Childhood Experiences with students and building the structure of supports around developing a trauma-sensitive approach. His school, Fall-Hamilton Elementary sees the positive impact on nearly every student academically, socially and emotionally. The work of Fall-Hamilton Elementary has been featured on PBS, NPT, and Edutopia! Mr. Portell is also the founder of the double award-winning non-profit organization Ride for Reading. Since 2008, the program has donated nearly 500,000 books nationally. In 2018, Mr. Portell started Paradigm Shift Education, a company designed to provide professional learning opportunities to support schools in creating or cultivating a trauma informed school culture.				
QPR - Question Persuade Refer Suicide Prevention	QPR (Question, Persuade, and Refer) Gatekeeper Training for Suicide Prevention is a training program designed to teach lay and professional	CHDE3071	Webinar or Classroom	<input type="checkbox"/>	

	"gatekeepers" the warning signs of a suicide crisis and how to respond. Gatekeepers can include anyone who is positioned to recognize and refer someone at risk of suicide (e.g., parents, friends, neighbors, teachers, coaches, caseworkers). The process follows three steps: (1) Question the individual's desire or intent regarding suicide, (2) Persuade the person to seek and accept help, and (3) Refer the person to appropriate resources.				
Secondary Trauma for Supervisors	Being aware of how our work can impact us, and achieving and maintaining a sense of balance and connection in our lives, can prevent us from experiencing secondary trauma and/or mitigate its harmful effects.	CHDE2080	Classroom	<input type="checkbox"/>	
Supplemental Training					
Name of Course	Course Description	Course Code/Format	Format	Check for Completed	Date Completed
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Child Development					
Name of Course	Course Description	Course Code/Format	Format	Check for Completed	Date Completed
Child Care Basics	Participants will be knowledgeable of childhood developmental milestones. Participants will learn and demonstrate basic child care practices. Participants will be knowledgeable of basic medical needs and when to seek treatment. Participants will understand the role caregivers play in strengthening child development. Participants will review strategies and discuss building resiliency in children.	CHDE3055	Classroom	<input type="checkbox"/>	
Building Strong Brains	The architecture of a young child's brain is shaped by the interaction between genes and experiences. Science shows that Adverse Childhood Experiences are correlated with negative health outcomes. In this training, participants will build knowledge and understanding of early childhood brain development and ways to mitigate the impact of Adverse Childhood Experiences. This training promotes potential of every child in Tennessee to have the opportunity to lead a healthy, productive life.	<u>CHCB0019</u>	Webinar or Classroom	<input type="checkbox"/>	
Child Passenger Safety	Rules and regulations regarding child passenger safety. How to choose and install a rear facing infant and convertible car seat How to choose and install a forward facing convertible car seat. The installation class is conducted in conjunction	<u>CHCB0019</u>	CBT and Classroom	<input type="checkbox"/>	

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	with your Regional Child Passenger Safety Technician. Actual vehicle installation will be assessed at that time.				
Creating Normalcy through Prudent Parenting	Explain the basic concepts of the reasonable and prudent parenting standard. Recognize the importance of normalcy for foster children. Implement the reasonable and prudent parent standard. Encourage access to age-appropriate activities. Promote “normalcy” with foster youth. Eliminate barriers to prudent parenting.	CHDE4027	CBT	<input type="checkbox"/>	
Safe Sleep	This training outlines the importance of Safe Sleep practices for infants, the ABC’s of Safe Sleep, Safe Sleep positions and environments. Participants will review the Protocol for Safe Sleep Education and Delivery of Safe Sleep Furniture, the process for accessing and replenishing Safe Sleep furniture and the provision of Safe Sleep education.	CHWB3076	Webinar or Classroom	<input type="checkbox"/>	
Managing Behavior Challenges of Children and Youth in Child Welfare	In this webinar, DCS Regional Psychologist, Dr. Karisa Smith will facilitate participants’ learning about factors that contribute to behavior challenges for children and youth in child welfare. Using a trauma-informed lens, participants will learn how to use themselves and their relationships to help children manage	CHWB4029	Webinar/CBT	<input type="checkbox"/>	

	emotions and behaviors. Dr. Smith will also work with participants to develop strategies to regulate, de-escalate and respond to children with challenging behaviors. Dr. Smith will be available to answer participants' specific questions about managing challenging behaviors.				
Infant Mental Health with Alison Peak of Allied Behavioral Health Solutions	Allied Behavioral Health Solutions Executive Director Alison D. Peak, LCSW, has dedicated a significant part of her career to infant mental health. In this webinar, she explains what is meant by infant mental health, why it is important and what caregivers can do to support infant mental health. Ms. Peak will provide information to help child welfare professionals assess infant mental health needs and make referrals for services. Understanding infant mental health is key to preventing and treating the mental health problems of very young children and supporting their families. It also helps guide the development of future healthy social and emotional behaviors. Participants will be able to ask questions.	CHWB3123	Webinar/CBT	<input type="checkbox"/>	
Supplemental Training					
Name of Course	Course Description	Course Code/Format	Format	Check for Completed	Date Completed
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Child Welfare Practice					
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Concurrent Planning	Concurrent Planning has become a known and supported practice to foster the achievement of permanency for children and families when the conditions warrant the use of dual goals to secure permanency in a timely manner. This course will review the 5 Permanency Goals, define Concurrent Planning, and how to utilize it, and address practices related to concurrent goal writing. It will include how to talk with children/youth, parents, and resource parents about Concurrent Planning.	CHDE4300	Classroom	<input type="checkbox"/>	
Motivational Interviewing	Motivational interviewing is a psychotherapeutic approach that attempts to move an individual away from a state of indecision or uncertainty and towards finding motivation to making positive decisions and accomplishing established goals.	CHDE3039	Classroom	<input type="checkbox"/>	
The Outs and Ins of DCS Responsibilities Regarding Youth that Runaway	The DCS Absconder Unit will provide information about Policy 31.2, the Protocol for Reporting Runaways, Absconders and Escapees, the Absconder/Runaway/Escapee-Recovery Checklist and other policies and laws that guide DCS practice when a youth in foster care runs away. This webinar will go over what DCS staff is required to do if a youth runs away and provide participants with an opportunity to ask questions from the DCS Absconder Unit. Participants will be provided with all information that is presented in	CHWB3116	Webinar/CBT	<input type="checkbox"/>	

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	the webinar				
Increasing Child Safety through Assessing Foster Homes and Partnering with SIU	This webinar will emphasize the importance of conducting ongoing assessments of safety for every child with an open case. Participants will be provided with information about the Special Investigation Unit and the Foster Home Quality Team. Participants will also receive informal assessment tools to use for safety assessments in foster homes. The intended outcome of the webinar is for case managers to feel empowered to assess for safety, create plans and/or make referrals to address safety concerns in foster homes. Participants will have the opportunity to ask questions to program leadership.	CHWB4031	Webinar/CBT	<input type="checkbox"/>	
Interstate Compact Placement of Children 101: Interstate Compact Placement of Children 101: Learn the Ins and Outs of ICPC!	This course will provide overall information about Interstate Compact Placement of Children (ICPC) and will allow participants ask questions to ICPC leadership. Some of the topic in this class include: information about the 4 types of placements in out of state placements, laws governing ICPC, referral packet guidelines and more! The training is recommended for all staff who works with ICPC cases.	CHWB4007	Webinar/CBT	<input type="checkbox"/>	
Tennessee's Violent Juvenile Sex Offender Registry	In this webinar, the General Counsel of the Tennessee Bureau of Investigations, Jeanne Broadwell will provide information about the	CHWB5501	Webinar/CBT	<input type="checkbox"/>	

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	<p>history, requirements, and registration of the Tennessee's Violent Juvenile Sexual Offender Registry. Participants will learn the legal definition of a violent juvenile sexual offender, how schools are notified, the restrictions on registered offenders, and what Tennessee law says about this process. Participants will have the opportunity to ask the primary attorney at TBI questions about the violent juvenile sex offender registry.</p>				
<p>Introduction to Adoption Practice</p>	<p>Introduction to Adoption Practice is a 7 hour course designed to improve knowledge, consistency and understanding of the policy and practice framework that supports children and families with a goal of adoption. The adoption process will be presented as a continuum of work with incremental steps that will be identified and dissected for further discussion and skill building. This course also covers the effectiveness and consistency of the Adoption Related Disclosure process that is in full compliance with the current state statute and policy requirements. Through practice and interactive activities, the training will allow participants to apply skills related to redacting a Pre-Placement Summary to creating a Presentation Summary.</p>	<p>CHST4002</p>	<p>Classroom</p>	<input type="checkbox"/>	

Quality Contacts: Strengthening Engagement and Assessment with Families	Quality Contacts Workshop will teach participants the importance of quality contacts and documentation. Participants will learn the core characteristics of a quality contact with an emphasis on the DCS Practice Wheel. They will also be able to identify buzzwords and incorporate techniques to better engage the family to capture their whole story.	CHDE2056	Classroom	<input type="checkbox"/>	
Supplemental Training					
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Domestic Violence					
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Introduction to Domestic Violence in the Child Welfare System	In homes where domestic violence is present, there is a 95% prevalence rate that some form of child abuse is also present. This webinar is designed to introduce and improve the understanding of participants around the topic of domestic violence in the child welfare system. This introduction will serve as the first in a series of trainings that are intended to strengthen case manager practice when working with families in which domestic violence is present.	CHWB4023	Webinar/CBT	<input type="checkbox"/>	
Safe and Together Introduction	The Safe & Together™ Model is an internationally recognized suite of tools and interventions designed to help child welfare and their partners become domestic violence-informed. It is used in multiple states across the US, the UK, Australia, Canada and Asia. The three e-courses that we have available are listed below. Each E-course is an interactive 2 hour class about Domestic Violence and Issues that affect Child welfare cases	CHCB3019	CBT	<input type="checkbox"/>	
Safe and Together Multiple Pathways to Harm	The Safe & Together™ Model is an internationally recognized suite of tools and interventions designed to help child welfare and their partners become domestic violence-informed. It is used in multiple states across the US, the UK, Australia, Canada and Asia. The three e-courses that we have available are listed below. Each E-course is an interactive 2 hour class about Domestic	CHCB3021	CBT	<input type="checkbox"/>	

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	Violence and Issues that affect Child welfare cases				
Safe and Together Working with Men as Parents	The Safe & Together™ Model is an internationally recognized suite of tools and interventions designed to help child welfare and their partners become domestic violence-informed. It is used in multiple states across the US, the UK, Australia, Canada and Asia. The three e-courses that we have available are listed below. Each E-course is an interactive 2 hour class about Domestic Violence and Issues that affect Child welfare cases	CHCB3021	CBT	<input type="checkbox"/>	
Safe & Together™ Model Overview Training	Information about creating a domestic violence-informed child welfare system, the principles and components of the Safe & Together Model and information about the framework behind competency-building in child welfare around domestic violence.		Classroom	<input type="checkbox"/>	
Safe & Together™ Model CORE Training	By focusing on four key skills: assessment, interviewing, documentation and case planning our experiential training provides the foundation for domestic violence-informed practice.		Classroom	<input type="checkbox"/>	
Supplemental Training					
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The signatures below indicate that these courses were successfully completed by the employee and confirmed by the employee's supervisor.

Case Manager's Signature

Date

Supervisor's Signature

Date

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