	Agency Name	Office of Community Services (OCS)
	Chapter No./Name	Training Memoranda
	Part No./Name	2009
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	Date Issued	September 21, 2009

**TM 09-019 Announcement For Kinship Care Training - For Designated Staff
(September 21, 2009)**

RE: Dr. Eileen Pazstor Field Testing New Child Welfare League of America Curriculum for Kinship Care

Louisiana and Pennsylvania have been selected as the two sites to be afforded the opportunity for designated staff and stakeholders to participate in this two-day curriculum at no cost to the state other than OCS staff travel expenses. Due to the condition of our state budget, we are limiting this training opportunity to those regions which are within commuting distance from Baton Rouge. Below are the specifics of the invitation to Louisiana:

THE INVITATION: The Child Welfare League of America (CWLA) is developing a kinship care curriculum to support a collaborative relationship between kinship caregivers and casework staff. We are delighted that the Louisiana Department of Social Services has been invited to help field test this program. Special thanks to Sue Steib, formerly with our agency, CWLA, and now with Casey Family Programs for making this invitation possible. This field test gives us the chance to obtain training this Fall on kinship care policies and practices, pending CWLA's publication of the final curriculum later in 2010. Our participation will help CWLA ensure a quality program, as Louisiana can be counted on to bring our own practice wisdom to the process, and provide candid and thoughtful responses regarding both the content (what is being trained) and the process (how the training is delivered). Here is information about the two-day field test.

FIELD TEST DATES/TIMES:

Wednesday, November 4, 2009; 9:00 am – 4:30 pm.; and

Thursday, November 5, 2009; 9:00 am – 4:30 pm.

Location: State Office, Baton Rouge, Iberville Building; 627 North 4th Street, Baton Rouge, LA, Rooms 1-127 & 1-129


DIRECTIONS TO LOCATION OF TRAINING: Coming in on I-10 W, merge onto I-110, Exit 155B, Downtown; Take North Street Exit 1D; North Street is a one-way street heading west toward the Mississippi River. Turn left onto North Street. (Front entrance of Iberville Building is on the corner of North and 4th Streets; back entrance of Iberville is on the corner of North and 3rd Streets)

Coming in on I-12 W, merge onto I-110, Exit 155B Downtown, follow directions above.

Coming in on I-10 E, merge onto I-110, Exit 155B Downtown, follow directions above.

Coming in on US Highway 61 South, merge onto I-110 S toward Baton Rouge, take the Laurel Street exit, 1H on left, turn right onto 4th Street.

PARKING: Participants should park in the **Welcome Center Parking Garage** located on the northwest corner of Lafayette and North Streets diagonally across the intersection from the LaSalle Garage. Parking tickets will be validated at the training session.

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PARTICIPANTS: While the curriculum is targeted for casework staff and their supervisors, our field test will include approximately 40 participants with the following diverse perspectives: casework staff and supervisors, managers/administrators, training and staff development, and community agencies. Because the curriculum focuses on a collaborative relationship between caseworkers and kin, we are including a number of kinship caregivers whose perspectives are essential to the integrity of the curriculum.

OCS STAFF ALLOCATIONS: Regions are designated the following slots and categories of staff:

Baton Rouge - 7 slots to be distributed as follows: 1 HD supervisor; 2 FC supervisors, 1 Adoption supervisor, 2 FC workers, 1 DM (FC, AD, HD or FS)

Covington - 7 slots to be distributed as follows: 1 HD supervisor, 3 FC supervisors, 1 Adoption Worker, 1 FC worker, 1 DM (FC, AD, HD or FS)

Lafayette - 7 slots to be distributed as follows: 1 HD supervisor, 3 FC supervisors, 1 IHBS supervisor, 1 Adoption Worker, 1 FC worker

Orleans District - 6 slots to be distributed as follows: 1 HD supervisor, 2 FC supervisors, 1 Adoption supervisor, 1 Adoption Worker, 1 FC worker


Jefferson District - 6 slots to be distributed as follows: 1 HD supervisor, 2 FC supervisors, 1 Adoption Worker, 1 FC worker, 1 DM (FC, AD, HD or FS)

State Office - 7 slots: 1 HD rep, 2 FC reps, 2 Training reps, 1 Family Services rep, and 1 Field Services representative

Additionally 4 provider program representatives and 6 Kinship Care foster parents are also being invited. The State Office Home Development Section and regional Home Development staff have identified the representatives for these 10 slots and have or will be contacting them directly to confirm participation.

REGISTRATION: All staff should register through their regional training coordinator. The **deadline for registration is September 30, 2009**. Coordinators are to e-mail the names, staff designations, and the employee numbers to Lu Williams- lwilli12@dss.state.la.us. Please note: each registration indicates that the staff member can commit to the full two days, in order to experience the draft curriculum and provide written and verbal feedback for the field test. Any slots for which registrations are not received by September 30, 2009 will be reallocated.

CURRICULUM BACKGROUND AND CONTENT: In February 2009, a presentation was made to the CWLA National Kinship Care Advisory Committee on a curriculum developed in 2002 by child welfare and gerontology faculty at the California State University, Long Beach (CSULB) Department of Social Work. Professors Pasztor, Potts, and Goodman obtained funding from the California Social Work Education Center (CalSWEC), managed by the University of California, Berkeley, School of

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Social Welfare, to develop a two module, six-hour research to practice competency-based curriculum titled, “Kinship Caregivers and Social Workers: The Challenge of Collaboration.” To date, over 2,000 child welfare staff, community partners, and caregivers have experienced the original curriculum. It was the recommendation of CWLA’s Kinship Care Advisory Committee and CWLA staff that CWLA obtain permission to update and disseminate the curriculum nationally.

Permissions have been obtained, and plans are underway to update the original curriculum from six to 12 hours, including research, practice, and legislation that has evolved over the past seven years, as well as information from field tests, such as ours here in Louisiana.

Over the past 20 years, numerous factors have led to increased numbers of children in kinship care. You may have heard the old folk song, “Over the river and through the woods, to grandmother’s house we go,” which was written over 100 years ago as a celebration. Going to Grandma’s has a different meaning today for the thousands of children in rural, urban, and suburban areas who go and stay with grandparents, aunts and uncles, and non-related extended family members because of the tragedies of parental addiction, abuse and neglect, incarceration, and other social and economic stresses.

The 2002 collaboration curriculum identified inherent challenges in how kinship caregivers and child welfare workers work together to enhance child safety, well-being, and permanency for the children in their care and caseloads. It proposed collaboration as a framework to address those challenges. The research that provided the conceptual framework for the original curriculum had the following objectives:

1. Explain why kinship care became a policy and practice choice and challenge, and how “kinship care” got its name.
2. Identify examples of nine major issues of concern that require collaboration between social workers and kinship caregivers: legal; financial; health care; school/educational; child behavior; family relationships; support services; fair and equal treatment; and general satisfaction/recommendations.
3. Explain how collaboration (not teamwork, partnership, or “collab-petition”) can be an effective practice approach.
4. Examine how the inherited role of kinship caregiver presents issues different from other acquired parenting roles, such as foster parent and adoptive parent.
5. Clarify how the dynamics of “demographic diversity” and “attachment versus authority” affect the relationship between kinship caregivers and casework staff.
6. Define collaboration competencies: respecting the knowledge, skills, and experiences of others; building trust by meeting needs; facilitating open communication; creating an atmosphere in which cultural traditions, values, and diversity are respected; and using negotiation skills.

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7. Explain how collaboration competencies could be used to address the major issues of concern identified by caregivers and caseworkers.
8. Apply the collaboration competencies to specific phases of service delivery, including: assessing relatives for willingness, ability, and resources to care for their younger family members; placing children; supervising families; closing cases; and transitioning kinship families to community-based supports, with advocacy and advisory networks.
9. Monitor the collaboration process to help ensure that kinship care meets the federally mandated outcomes of child safety, well-being, and permanency – or safe, nurturing relationships intended to last a lifetime.

RESOURCE COLLEAGUES AND FACILITATORS: Our field test will have several resource colleagues and facilitators. Representing our Department of Social Services, Office of Community Services will be Karla Venkataraman, Home Development Section Administrator and Toni Buxton, Foster Care Section Administrator.

Representing CWLA will be Lynda Arnold, Vice President, Knowledge Management. Based in Oklahoma, Lynda works with child welfare agencies across the country to help them improve best practice. She will be CWLA's liaison for this field test, and will be providing feedback on content and process to assist in the development of a quality training program.

The principal facilitator will be Eileen Mayers Pasztor, who is a trainer, curriculum developer, and foster and adoptive parent. Eileen first came to Louisiana about 20 years ago as the principal developer of MAPP. She worked for CWLA for many years as its national program director for family foster care and adoption, and became its first national program director for kinship care in the 1990s. Eileen continues to train and write while serving as a child welfare and social policy advocacy social work professor at CSULB; she is still caring for her foster and adopted now adult children because of their special needs.

Because the curriculum focuses on collaboration, it is designed to be co-facilitated by a child welfare professional and a kinship caregiver. Rather than bringing one of Eileen's kinship caregiver colleagues to Louisiana, we will work with our own kinship caregivers for that important role.

Thank you for your interest in working with CWLA on this project of national significance. Please direct questions to: Marty Gibson at mgibson@dss.state.la.us or to Karla Venkataraman at kvenkata@dss.state.la.us.

PLEASE NOTE FOR ALL OCS TRAINING SESSIONS: Any participant with a disability who needs special accommodations, assistance, or interpreter services should contact the Training and Staff Development Section at (225) 342-4059. **The Department of Social Services Office of Community Services is an Equal Opportunity Employer. The Department does not discriminate against any person in any employment practice based on race, religion, sex, age, national origin, disability, veteran status or any other non-merit factor.**