



## Common Core 3.0 Recommended Delivery Sequence

### Introduction

This document outlines the required and recommended sequencing for Common Core 3.0. During development of the Common Core 3.0 concept, the revision team established the following goals:

- Identify alternative modalities for delivery of material that promote efficiency and learning, such as eLearning, other forms of distance learning, blended learning, etc.
- Sharpening the focus of Common Core to build key skills that are critical to practice.

In our effort to achieve these goals, we created content in each of the practice areas into online modules focused on knowledge acquisition; classroom modules focused on skills practice, field activities to enhance the transfer of learning, and 200 Level classroom that provides knowledge and skills reinforcement for each block. It is intended that participants complete the 100 level in each block prior to completing the field activities. After the field activities are completed and new workers have some time in the field to gain experience they will return to the 200 Level classroom to deepen those skills in a practice setting.

One effect of this design decision is that we have several classroom modules with online components which must be taken as prerequisites. This shift in our training system will require coordination among counties and training agencies to ensure that trainees arrive at the classroom with the requisite knowledge to perform skill application activities in the classroom. Although this represents a shift from current expectations, we believe that it will allow for a more effective use of classroom time, a better learning experience for trainees and a better path to transfer of learning.

As the Common Core 3.0 curriculum currently stands, there are 24 identified online modules.

Fifteen online modules were developed specifically to contain knowledge elements for subsequent classroom modules. These are identified as **required** pre-requisites:

1. After 18
2. Case Closure and After Care Plans
3. Case Planning Basics
4. Child Maltreatment Identification
5. Concurrent Planning Introduction
6. Interviewing
7. Introduction to ICWA
8. Introduction to Trauma-informed Practice
9. Key Issues in Child Welfare: Substance Use Disorders
10. Key Issues in Child Welfare: Intimate Partner Violence
11. Key Issues in Child Welfare: Behavioral Health
12. Legal Procedures
13. Monitoring and Adapting: Supporting Safety, Permanency and Well-being
14. Overview of Assessment Procedures, part 1 and 2
15. Placement

The remaining 4 online modules may be provided as stand-alone modules, but are **recommended** pre-requisites as they could improve the learning experience for some classroom modules if they were sequenced to occur before the classroom experience. Those are:

16. Child Development
17. Federal and State Laws
18. Purposeful Visitation
19. Respect, Courtesy and Skillful Use of Authority

The three remaining online modules are considered fully stand-alone and can be delivered at any time during new worker training, but they do have connections to other content:

20. Documentation Practice  
and Report Writing

21. Social Worker Safety

22. Time and Stress  
Management

There are two 200 level eLearnings to be completed after all 100 level eLearning, classroom and field activities are completed:

23. CWS Outcomes

24. ICWA and Expert Witness

In addition to the required and recommended sequencing for online and classroom modules, there are some recommendations for sequencing of classroom modules. Although none of these is identified as required, it is important (for example) that trainees attending the training on case planning in teams have first taken the class on teaming in general. Similarly, the engagement class will be informed by the trauma-informed practice training, and the monitoring and adapting training will be informed by the service planning training.

The tables below provide information about the required and recommended pre-requisites for each practice block within the curriculum. A final section identifies a recommended sequence for all online and classroom components of Common Core 3.0.

For your reference, Common Core 3.0 modalities are distinguished with the following color scheme:

|                     |
|---------------------|
| 100 Level eLearning |
| 100 Level Classroom |
| Field Activities    |
| 200 Level Classroom |

## Foundation Block

### Foundation Block Required Pre-requisites

| Legal Procedures and Responsibilities |   |  |
|---------------------------------------|---|--|
| Required pre-requisite                | Legal Procedures 90 minutes   | Legal Procedures and Responsibilities 1 day                      |
| ICWA                                  |   |  |
| Required pre-requisite                | Introduction to ICWA 60 minutes   | ICWA and Working with Native American Families and Tribes 1 day  |
| Trauma-informed Practice              |   |  |
| Required pre-requisite                | Introduction to Trauma-informed Practice 60 minutes   | Trauma-informed Practice 1 day                                   |
| Key Issues in Child Welfare           |   |  |
| Required pre-requisite                | Key Issues in Child Welfare: Substance Use Disorders, Intimate Partner Violence and Behavioral Health [part 1, 2 and 3] 150 minutes | Key Issues in Child Welfare: Social Worker as Practitioner 2 day |

### Foundation Block Recommended Pre-requisites

| Legal Procedures and Responsibilities |   |   |   |
|---------------------------------------|---|---|---|
| Recommended pre-requisites            | Intro to CWS/CMS ½ day                              | Documentation Practice and Report Writing 120 minutes           | Legal Procedures and Responsibilities 1 day |
|                                       | Federal and State Laws 60 minutes                   |   |   |
| ICWA                                  |   |   |   |
| Recommended pre-requisites            | Introduction to Trauma-informed Practice 60 minutes | ICWA and Working with Native American Families and Tribes 1 day |   |
|                                       | Trauma-informed Practice 1 day                      |   |   |
|                                       | Fairness and Equity ½ day                           |   |   |
|                                       | Teaming, Collaboration, and Transparency 1 day      |   |   |
|                                       | Federal and State Laws 60 minutes                   |   |   |

### Foundation Block Stand-alone Online Modules

|                                       |
|---------------------------------------|
| Child Development 60 minutes          |
| Social Worker Safety 60 minutes       |
| Time and Stress Management 60 minutes |

\* required prerequisite

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## Foundation Field Activities

|  |
|--|
| ICWA and Working with Native American Tribes |
| Fairness and Equity                          |

## Foundation 200 Level Modules

|   |
|---|
| CWS Outcomes 60 minutes eLearning   |
| ICWA and Expert Witness 60 minutes eLearning                                  |
| Trauma-informed Practice and Key Issues Knowledge and Skill Reinforcement Lab |

## Engagement Block

### Engagement Block Required Pre-Requisites

| Engagement and Interviewing |  |  |
|-----------------------------|--|--|
| Required pre-requisites     | Interviewing 90 minutes  | Engagement and Interviewing 1 day          |
| Required pre-requisites     | Cultural Humility in CW Interviews:<br>Ethnographic Interviewing (200 level) <sup>1</sup><br>1 day | Interviewing Children (200 level)<br>1 day |

### Engagement Block Recommended Pre-Requisites

| Engagement and Interviewing |  |                                      |
|-----------------------------|--|--------------------------------------|
| Recommended pre-requisites  | Respect, Courtesy and Skillful Use of Authority 60 minutes | Engagement and Interviewing<br>1 day |
|                             | Teaming, Collaboration, and Transparency 1 day             |                                      |
|                             | Trauma-Informed Practice 1 day                             |                                      |

### Engagement Block Stand-alone Online Modules

|   |
|---|
| Respect, Courtesy, and Skillful Use of Authority 60 minutes |
| Concurrent Planning Introduction* 90 minutes                |

\*Although this module stands alone in the engagement block, it is a pre-requisite for a class in the service planning block.

## Engagement Field Activities

|   |
|---|
| Interviewing  |
| Exploring Family, Extended Family, Community and Tribal Connections and Relationships |

## Engagement Block 200 Level Modules

|  |
|--|
| Cultural Humility in Child Welfare Interviews: Ethnographic Interviewing Knowledge and Skill Reinforcement Lab |
| Interviewing Children Knowledge and Skill Reinforcement Lab  |

<sup>1</sup> The 200 level are supposed to follow the field activities. Two 200 level classes have been identified for this block. They are designed to build on one another as a 2 day training, so it is required that participants take Ethnographic Interviewing the day before Interviewing Children.

\* required prerequisite

## Assessment Block

### Assessment Block Required Pre-Requisites

|                         |   |                               |
|-------------------------|---|-------------------------------|
| <b>Assessment</b>       |   |                               |
| Required pre-requisites | Overview of Assessment Procedures [part 1 and 2]<br>120 minutes | Assessment Skills Lab 1 ½ day |
| <b>CMI</b>              |   |                               |
| Required pre-requisites | CMI 90 minutes  | CMI Skills Lab 1 day          |

### Assessment Block Recommended Pre-Requisites

|                            |   |  |  |
|----------------------------|---|--|--|
| <b>Assessment</b>          |   |  |  |
| Recommended pre-requisites | Key Issues in Child Welfare: Substance Use Disorders, Intimate Partner Violence and Behavioral Health [part 1, 2 and 3] 150 minutes | Key Issues in Child Welfare: Social Worker as Practitioner 2 day | Assessing for Key Child Welfare Issues ½ day |
|                            |   | Critical Thinking and Assessment ½ day                           |  |
|                            |   | Assessment Skills Lab 1 ½ day                                    |  |
| <b>CMI</b>                 |   |  |  |
| Recommended pre-requisites | Child Development 60 minutes  | CMI 90 minutes   | CMI Skills Lab 1 day                         |

### Assessment Block Stand-alone Classroom Modules

|  |
|--|
| Critical thinking and Assessment ½ day       |
| Assessing for Key Child Welfare Issues ½ day |

### Assessment Field Activities

|  |
|--|
| Collaborative Assessment, Planning and Support: Safety and Risk in Teams |
| Completing SDM Assessment Tools  |

### Assessment Block 200 Level Module

|   |
|---|
| Structured Decision Making Assessment Knowledge and Skill Reinforcement Lab |
|---|

## Case Planning and Service Delivery Block

### Case Planning and Service Delivery Block Required Pre-Requisites

|   |   |                                       |
|---|---|---------------------------------------|
| <b>Case Planning and Service Delivery</b> |   |                                       |
| Required pre-requisites                   | Case Planning Basics 90 minutes                               | Behavioral Objectives ½ day           |
|   | Engagement Block: Concurrent Planning Introduction 90 minutes | Case Planning in a Team Setting ½ day |

### Case Planning and Service Delivery Block Recommended Pre-Requisites

\* required prerequisite

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| <b>Case Planning and Service Delivery</b> |  |  |
|---|--|--|
| Recommended pre-requisites                | Teaming, Collaboration, and Transparency 1 day | Case Planning in a Team Setting<br>½ day |
|   | Purposeful Visitation 90 minutes               |  |

**Case Planning and Service Delivery Block Stand-alone Online Modules**

|                                  |
|----------------------------------|
| Purposeful Visitation 90 minutes |
|----------------------------------|

**Case Planning and Service Delivery Field Activity**

|   |
|---|
| Collaborative Assessment, planning and Support: Initial Case Plan |
|---|

**Case Planning and Service Delivery Block 200 Level Module**

|  |
|--|
| Case Planning and Service Delivery Knowledge and Skill Reinforcement Lab |
|--|

***Monitoring and Adapting Block***

**Monitoring and Adapting Block Required Pre-Requisites**

| <b>Monitoring and Adapting</b> |  |   |
|--------------------------------|--|---|
| Required pre-requisites        | Service Planning Block: Case Planning Basics 90 minutes                          | Managing the Plan: Supporting Safety, Permanency, and Well-being<br>1 day |
|                                | Monitoring and Adapting: Supporting Safety, Permanency and Well-being 60 minutes |   |
|                                | Placement 60 minutes   |   |

**Monitoring and Adapting Block Recommended Pre-Requisites**

| <b>Monitoring and Adapting</b> |   |   |
|--------------------------------|---|---|
| Recommended pre-requisites     | Foundation Block: Introduction to Trauma Informed Practice (60 minutes) | Managing the Plan: Supporting Safety, Permanency, and Well-being<br>1 day |
|                                | Foundation Block: Trauma-Informed Practice 1 day                        |   |

**Monitoring and Adapting Field Activity**

|  |
|--|
| Collaborative Assessment, planning and Support: Case Plan Update |
|--|

**Monitoring and Adapting Block 200 Level Module**

|   |
|---|
| Managing Change Knowledge and Skill Reinforcement Lab |
|---|

\* required prerequisite  
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## **Transition Block**

| <b>Transition</b>       |  |                           |
|-------------------------|--|---------------------------|
| Required pre-requisites | Case Closure and After Care plans<br>60 minutes<br>After 18 60 min | Transition Practice 1 day |

### **Transition Field Activity**

|  |
|--|
| Collaborative Assessment, planning and Support: Transition Case Plan |
|--|

### **Transition Block 200 Level Module**

|  |
|--|
| Managing Transitions Knowledge and Skill Reinforcement Lab |
|--|

\* required prerequisite

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## Common Core 3.0 Recommended Sequence

### Foundation Block

|     |   |
|-----|---|
| 1.  | Orientation to Child Welfare Practice and Common Core 3.0 ½ day classroom   |
| 2.  | Values and Ethics in Practice ½ day   |
| 3.  | Child Development 60 minutes  |
| 4.  | Introduction to Trauma-informed Practice* 60 minutes  |
| 5.  | Trauma-informed Practice 1 day  |
| 6.  | Intro to CWS/CMS ½ day  |
| 7.  | Key Issues in Child Welfare: Substance Use Disorders * 60 minutes Key Issues in Child Welfare: Substance Use Disorders, Intimate Partner Violence and Behavioral Health [part 1, 2 and 3] 150 minutes |
| 8.  | Key Issues in Child Welfare: Intimate Partner Violence* 60 minutes  |
| 9.  | Key Issues in Child Welfare: Behavioral Health* 60 minutes  |
| 10. | Key Issues in Child Welfare: Social Worker as Practitioner 2 day  |
| 11. | Federal and State Laws 60 minutes   |
| 12. | Legal Procedures* 90 minutes  |
| 13. | Legal Procedures and Responsibilities 1 day   |
| 14. | Fairness and Equity ½ day   |
| 15. | Teaming, Collaboration, and Transparency 1 day  |
| 16. | Introduction to ICWA* 60 minutes  |
| 17. | ICWA and Working with Native American Families and Tribes 1 day   |
| 18. | ICWA and Working with Native American Tribes 1 hour   |
| 19. | Fairness and Equity 1 hour  |
|     | Documentation Practice and Report Writing 120 minutes   |
|     | Social Worker Safety 60 minutes   |
|     | Time and Stress Management 60 minutes   |
| 20. | eLearning CWS Outcomes 60 minutes   |
| 21. | eLearning - ICWA Review and Expert Witness 60 Minutes   |
| 22. | Trauma-informed Practice and Key Issues in CW Practice - Knowledge and Skill Reinforcement 1 day  |

\* required prerequisite

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## Engagement Block

|    |   |            |
|----|---|------------|
| 1. | Respect, Courtesy and Skillful Use of Authority                                       | 60 minutes |
| 2. | Concurrent Planning Introduction <sup>2</sup>   | 90 minutes |
| 3. | Interviewing*   | 90 minutes |
| 4. | Engagement and Interviewing   | 1 day      |
| 5. | Interviewing  | 2 hours    |
| 6. | Exploring Family, Extended Family, Community and Tribal Connections and Relationships | 2 hours    |
| 7. | Cultural Humility - Knowledge and Skill Reinforcement                                 | 1 day      |
| 8. | Interviewing Children - Knowledge and Skill Reinforcement                             | 1 day      |

## Assessment Block

|    |  |             |
|----|--|-------------|
| 1. | Critical Thinking and Assessment   | ½ day       |
| 2. | CMI*   | 90 minutes  |
| 3. | Child Maltreatment Identification Skills Lab                             | 1 day       |
| 4. | Overview of Assessment Procedures [part 1 and 2]*                        | 120 minutes |
| 5. | SDM Assessment Skills Lab  | 1 ½ day     |
| 6. | Assessing for Key Child Welfare Issues                                   | ½ day       |
| 7. | Collaborative Assessment, Planning and Support: Safety and Risk in Teams | 2 hours     |
| 8. | Completing SDM Assessment Tools  | 2 hours     |
| 9. | SDM Assessment - Knowledge and Skill Reinforcement                       | 1 day       |

## Case Planning and Service Delivery Block

|    |  |            |
|----|--|------------|
| 1. | Purposeful Visitation  | 90 minutes |
| 2. | Behavioral Objectives  | ½ day      |
| 3. | Case Planning Basics*  | 90 minutes |
| 4. | Case Planning in a Team Setting  | ½ day      |
| 5. | Collaborative Assessment, Planning and Support: Initial Case Plan [part I] |            |
| 6. | Case Planning and Service Delivery – Knowledge and Skill Reinforcement     | 1 day      |

<sup>2</sup> Prerequisite for Case Planning and Service Delivery Block: *Case Planning in a Team Setting*

\*Prerequisite eLearnings

\*required prerequisite

## Monitoring and Adapting

|    |   |
|----|---|
| 1. | Monitoring and Adapting: Supporting Safety, Permanency and Well-being* 60 minutes |
| 2. | Placement* 60 minutes   |
| 3. | Managing the Plan: Supporting Safety, Permanency and Well-being 1 day             |
| 4. | Collaborative Assessment, Planning and Support: Case Plan Update [part II]        |
| 5. | Managing Change – Knowledge and Skill Reinforcement 1 day                         |

## Transition Block

|    |   |
|----|---|
| 1. | Case Closure and After Care Plans* 60 min                                       |
| 2. | After 18* 60 min  |
| 3. | Transition Practice 1 day   |
| 4. | Collaborative Assessment, Planning and Support: Transition Case Plan [part III] |
| 5. | Managing Transitions - Knowledge and Skill Reinforcement 1 day                  |

\*required prerequisite

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