

## Executive Summary

### **Course Title: “Child and Youth Development”**

#### **Course Description:**

This half day training is designed to provide a basic working knowledge of child development issues. The course will focus on the role of culture on child development and examine the concept of attachment and bonding, as it relates to children in the child welfare system. The course will identify the effects of loss and separation on development. The course will also focus on the possible effects of trauma on brain development, as well as, address developmental delays and disorders. This training will use a variety of training styles, including lecture, small/large group discussion, and group exercises.

#### **Target Audience:**

This is a training designed for paraprofessionals and other providers who work with children involved in the child welfare system. This training is designed to increase the trainee’s working knowledge of normal child and youth development. The goal is to improve the trainee’s ability to work more effectively with children in the child welfare system by meeting the developmental needs of the child. The goal is also to improve the trainee’s understanding of the impact of trauma on normal child development.

#### **Training Objectives:**

1. The trainee will be able to identify the processes and milestones of normal development of children across several domains.
2. The trainee will list examples of how cultural variations can influence developmental skills and stages.
3. The trainee will be able to link how child maltreatment and other traumas can affect attachment and bonding.
4. The trainee will be able to list the social and behavioral indicators associated with some developmental disorders.

## **Supervisors can support the transfer of learning from the training to on the job:**

### **BEFORE the training:**

- It would be beneficial for the supervisors to also attend the training in order to gather the same knowledge and information as the workers.
- Encourage workers to actively participate in the training.
- Encourage the workers to discuss the different challenges they may have experienced or might anticipate experiencing when working with children of different developmental abilities.

### **AFTER the training:**

- It would be helpful for the supervisors to have a debriefing meeting with the trainee to identify what has been learned in the training and how this knowledge can be incorporated in their work.
- Encourage the workers that attended the training to share the information learned with other co-workers.
- Through individual or group supervision, supervisors could continue to monitor each worker's progress to assure full implementation of the new knowledge learned.