

Executive Summary

Title: SUPPORTING YOUR WORKERS TO ACHIEVE PERMANENCY

Course Description

This half-day workshop is intended for Child Welfare Supervisors whose staffs work with children in out-of-home care. Attention will be paid to assisting and supporting Child Welfare Workers to achieve permanency through the use of face-to-face visits with youth and caregivers, with a particular focus on working with those who are ambivalent about permanency. Topics include:

- Overview of permanency focus
- Discussion of definitions in Alameda County: What is permanency? What is a permanent connection?
- Examples of ambivalence in permanency cases
- Using monthly visits for furthering permanency
- Having initial conversations with caregivers
- Setting timelines and following up
- What steps can supervisors take to help staff? What is supervising to permanency?

Participants will prepare for situations in which ambivalence toward permanency is evident in youth, caretakers, child welfare workers, community partners, themselves and peers.

Target Audience: Child Welfare Supervisors whose staffs work with children in out-of-home care

Outcome Objectives

As a result of this workshop participants will be able to:

1. Focus on permanence in meetings, supervision, practice and administration.
2. Make permanency as important as safety and well-being
3. Review policies on what is expected during monthly contacts regarding furthering permanency and clarify appropriate timelines for achieving a permanency plan;
4. Identify supervisory venues to discuss permanency.
5. Model initial conversation with caregivers.
6. Explore ambivalence in social workers and partners and articulate rationale for finding permanency.

Ways that Program Managers can support the Transfer of Learning from the classroom to the job...

BEFORE the training

Program managers should ask supervisors to

1. Review 2 cases in which ambivalence towards permanency is present, either in themselves, social workers, or partners and identify issues that seem present.
2. If supervisor has a child or youth under his/her supervision without a viable permanency plan, review the case so that we can discuss it. A viable permanency plan does *not* include emancipation from foster care.
3. Discuss the definition of permanency and permanent connection with 1 staff person as preparation for the supervisory training/discussion.

AFTER the training

1. Program managers should follow up with supervisor on two cases in which there was ambivalence on the part of the caretaker or partner to find out what steps have been taken and what timelines were set.
2. Supervisors should offer to help social worker on visit with ambivalent caregiver.

Instructor

Mardi Louisell is a child welfare permanency consultant, trainer, and curriculum specialist. She worked in Child Welfare for 20 years, as child protection social worker, sexual abuse treatment social worker and group social worker; as child protection and in-home services supervisor; and as training coordinator. Recently she worked for the California Permanency for Youth Project in several counties. Currently she consults on permanency with San Francisco, Solano, Sonoma, and Humboldt Counties, as well as with FFAs and group homes.