

## Executive Summary

### Framework for Child Welfare Practice in California

#### Course Description

The Framework Training introduces several key concepts that are recurrent themes throughout all CORE curricula. The training explores the concepts of strength based practice, fairness and equity, evidence based practice, and engagement strategies as well as the Adoption and Safe Families Act. This training will touch on how these concepts impact the lives of children and families. Finally, participants will be exposed to the disproportionality within the system of care. The course utilizes lecturette, case studies, small group interaction, and case scenarios to help participants integrate the information.

#### Target Audience

This training is appropriate for new workers. New workers will be exposed to new information to assist with understanding of key concepts and the big picture view of child welfare practice.

#### Outcome Objectives

1. Identify the three goals of the Adoptions and Safe Families Act (ASFA) of 1997.
2. Recognize the related outcomes and performance indicators that are part of California's public child welfare outcomes and accountability system (AB 636).
3. Describe an example of an evidence-based practice implemented in California and the rationale that supports it as well as effective strategies for engaging families and youth.
4. Identify the concepts of fairness and equity in child welfare, disproportionality, and decision points in the life of a case where such issues may arise and specific applications of strength based practice.
5. Value collaborative decision-making involving families, kin and community representatives, while acknowledging the potential impacts of authority and power in the engagement process.

#### **Ways that Supervisors can support the Transfer of Learning from the classroom to the job...**

##### ***BEFORE the training***

1. Supervisors should request the trainee identify the most effective engagement strategy he/she has ever seen/experienced. Ask the trainee to name why this was effective.
2. Supervisors should ask the trainee to consider how bias can impact child welfare practice.

##### ***AFTER the training***

1. Supervisors should review what the trainee learned about disproportionality and how one worker can positively impact disproportionality.
2. Supervisors should ask the trainee to discuss strength based, engagement, and evidence based practices in the course of child welfare work.