

Executive Summary Placement and Permanency

Course Description

The Placement and Permanency Training provides an overview of the placement and permanency issues children and families face in child welfare practice. The training explores some challenges and concerns that impact permanency and placement such as cultural implications and visitation. The training also explores the difference between emotional and legal permanency. Finally, participants will review relevant laws and policy to children and youth. The course utilizes lecture, 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 permanency and placement concepts, challenges, and barriers that may impact work with families.

Outcome Objectives

1. Identify the key elements of public policy, federal laws, California laws, and regulations specific to children and youth placed in out-of-home care.
2. Identify a wide range of behaviors that relate to separation, including expressions of grief and loss, in children of different developmental stages and of different cultural backgrounds.
3. Identify cultural factors that influence family dynamics, parenting, and behavior, as they relate to facilitating adjustment between the home of the child's family of origin and out-of-home caregivers in all areas of culture, health, education, visitation, and mental health needs..
4. Identify the principles of concurrent planning and permanency, and their impact on placement decisions for children and youth while understanding the distinction between legal permanency and emotional permanency.
5. Understand that purposeful and frequent visitation is highly correlated with successful reunification.

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

BEFORE the training

1. Supervisors should ask the trainee interview 3 current workers about any relevant concerns for children and families in care regarding placement and regarding permanency.
2. Supervisors should ask the trainee to take the results of the interviews to the training and listen for these concerns to be addressed, explored, or identified.

AFTER the training

1. Supervisors should follow up with the trainee and request the trainee review the similarities in the training to what came up in the interviews.
2. Supervisors should ask the trainee to list 3 steps in identifying permanency options for a child and 3 steps in finding placement.