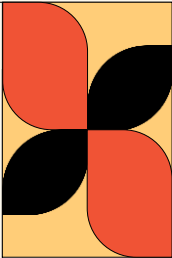

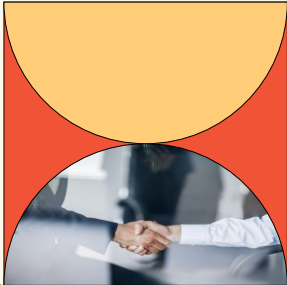


Introduction to Essential Elements



1



PSU-CWP Trainers & Staff

2




Housekeeping

- Materials
- Virtual Training Expectations
- Attendance & Engagement
- Breaks and Lunch
- Taking care of yourself

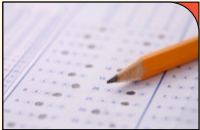
3

- Employee Resource Groups (ERGs)
- Employee Assistance Program (EAP)
- Safety Culture Hour
- ODHS Trauma Aware

Employee Resources & Support



4



- Daily Evaluations
- Portfolio of Learning and Professional Development
- Writing Exercises
- Simulations
- Knowledge Assessment


Evaluations and Portfolios

5

Learning Objectives

1	Become familiar with the training environment and evaluation procedures.
2	Become familiar with the mission, goals, values, and key aspects of child welfare work.
3	Gain insight into one's own cultural backgrounds, beliefs, values and biases and how it impacts engagement and decision making.
4	Become familiar with the Principles of Partnership.

6



Create Your Learning Teams

- Select a reporter to share with the large group
- Introduce yourself, sharing your name and pronouns, if comfortable
- Share your position and location within Child Welfare
- Share your experience working with children, families, or in human services
- Together, create a Team Name and select a Team Mascot

7

Co-creating a space for learning:

- Listen for understanding
- Recognize both intent and impact
- Move forward, move back

In your Learning Teams, add to this list

Community Agreements



8

Equity in Child Welfare

Why do we do this work?

9


Introduction to Essential Elements

Guiding concepts for how to do our work:

- Vision for Transformation¹
- ODHS Mission and Core Values³
- Equity North Star²
- CW Goals⁴

Do all these values and goals align with each other?
How will you practice them, or how might it be difficult to do that?

ODHS
and
CW




10

“Imagine” Activity


Let’s look at two different families’ interactions with child welfare through the parents’ eyes.

Part 1: Consider and discuss the first family’s experience as a large group.

Part 2: Consider and discuss the second family’s experience in break-out rooms led by a trainer.



11



Imagine:


You are a parent who recently immigrated to this country and are undocumented. In your country of origin, corporal punishment of children for misbehaving was an acceptable form of discipline. Last night your 8-year-old son threw a tantrum while you were fixing dinner. You hit him in the face with the wooden spoon you had in your hand. You immediately regret it and have seldom, if ever, done anything like that before.

You get a call the next day informing you that your son has been placed in resource care after disclosing to his teacher that the bruise on his face was a result of being hit by you. The child welfare worker who contacted you indicated your son was afraid to go home, so out-of-home placement seemed necessary.

A day has passed, and you have not seen your son. You are scheduled to attend a court hearing today and have no idea of what to expect. You don’t know where your child is or who he is with. You don’t know for sure when you will get to see him.

What thoughts are going through your mind? How are you feeling?

12



Imagine:

You have been married for twelve years. You and your spouse met while you were in college. It was love at first sight. You have an eleven-year-old son and a nine-year-old daughter. Your spouse is a well-established professional in the community, and you have a job working part-time for the school district. It seems you have the perfect life.

You are at work, and you receive a call from someone who identifies themselves as being from child welfare. They tell you they will need to meet with you regarding your daughter. You ask what this is about and are told that they would rather speak with you in person. You persist in knowing the nature of the concern. They tell you that your spouse is being questioned by the police for molesting your daughter.


What thoughts are going through your mind? How are you feeling?

13

Anonymous Poll:

- Respond to each of the prompts in the Zoom Poll with “Agree” or “Disagree”

Take a Stand



14

Take a Stand Prompts

- What was your thought process in selecting “agree” or “disagree” for each statement?
- How did it feel being made to take a stand based on the information provided?

A parent raised in a family with intergenerational abuse will be less likely to adequately parent a child.


A non-offending parent who does not believe that child sexual abuse occurred cannot protect the child.

A parent who is abusing substances cannot provide adequate care and protection for their child.

A parent who is not taking prescribed medication for a diagnosed mental illness cannot safely care for their child.

Survivors should be held as accountable as perpetrators for keeping children safe from domestic violence.

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Action Items

Write down:

- One thing you think will impact how you do casework
- One thing you want to ask your CTS or supervisor

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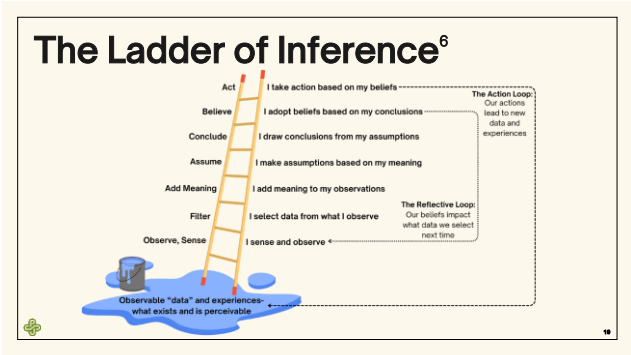


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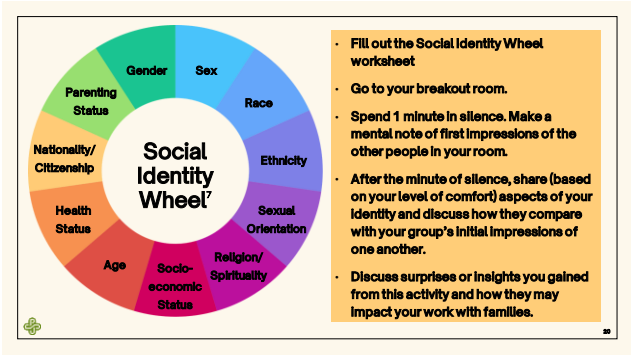
“To reach others, we have to first know ourselves. And to contact the deeper truth of who we are, we must engage in some activity or practice that questions what we assume to be true about ourselves.”

-Adapted from A.H. Almaas

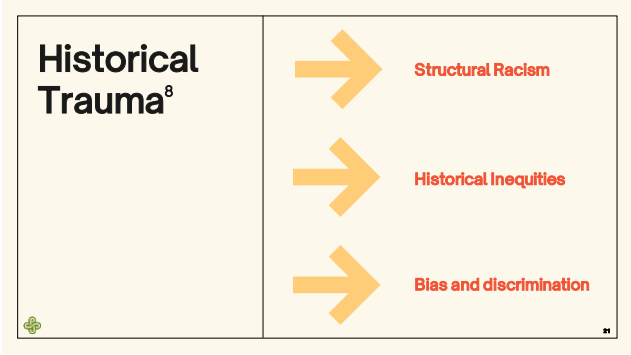
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20



21



How the US stole thousands of Native American children⁹

Vox: Missing Chapter

22

The Indian Child Welfare Act (ICWA)¹⁰

The purpose of the Indian Child Welfare Act (ICWA) is "...to protect the best interest of Indian Children and to promote the stability and security of Indian tribes and families by the establishment of minimum Federal standards for the removal of Indian children and placement of such children in homes which will reflect the unique values of Indian culture..." (25 U.S.C. 1902).

The Indian Child Welfare Act (ICWA) is a federal law that protects American Indian and Alaska Native children, families and Tribes from unnecessary child removal and displacement. The Oregon Indian Child Welfare Act (ORICWA) ensures the federal law is applied consistently within Oregon's systems.

23

Disproportionality and Disparity

National Center for Juvenile Justice: Disproportionality Rates for Children of Color in Foster Care¹¹



24

Voices of Youth

Supporting Adolescents in Foster Care Video Series™

25

Debrief

In your Learning Teams, discuss:

- What stood out to you most from the video?
- How does the information shared relate to any topics already discussed today?

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How we talk about families

Scan the code or visit Kahoot.it and enter the Game Pin shared in the chat

27

The Principles of Partnership¹⁶

1	Everyone desires respect
2	Everyone needs to be heard or understood
3	Everyone has strengths
4	Judgements can wait
5	Partners share power
6	Partnership is a process

28

What does family engagement mean?

- Collaborating and partnering with family members throughout their involvement with the child welfare system.
- Recognizing families as an expert on their respective situations and empowering them in the process
- Family engagement is a mindset.

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Benefits of Family Engagement

- Family preservation
- Increased safety
- Better outcomes
- Reduced resistance
- Increased family buy in
- Expanded options
- Enhanced family decision
- Targeted & tailored services

30

What are some barriers to family engagement?

31

What are some family engagement strategies?

32

Practicing the Principles of Partnership

Add to your team's original ideas:

Ways to be Culturally Responsive

Ways to be Trauma Informed

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**Please fill out
today's evaluation!**

Please see the Introduction to Essential Elements References
handout for all sources cited in today's presentation

Thank you!



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