Resource Social Worker Training Module Overview

Training Curriculum Modules	Learning Objectives
Module one Role and Scope of Authority • *CFSCA* • Delegation • Liability • Interface with QA, Adoption, Chapter 3, Aboriginal Policy and Practice Framework • Intro to: Resource Social Worker Policies, Standards for Foster Homes and Standards for Staffed Residential • Values and beliefs • Skills required • Pride Competencies System of Care for Children and Youth living outside of their home • Spectrum of residential programs in and out of care • Specialize Family Care (Level 1,2,3)	1. Explain the Resource Social Workers role and mandate. 2. Identify the legislation, policy and standards that guide resource work: ➢ Understand how to limit potential liability. 3. Understand how values and beliefs impact practice. 4. Describe the system of care for children and youth living outside their home in BC.
Module Two Recruitment and Retention: Regular Family Care Homes • Recruitment strategies • Motivation for fostering • Screening applicants (required paperwork: application PCC, CRC's references) • Mitigation of concerns • Home studies (purpose and function) ➢ Purpose and function ➢ SAFE (overview) ➢ Documentation ➢ Related policies and procedure for approval of caregivers. • PRIDE (mandatory training for foster parents) • Link between recruitment and retention • Caregiver educational requirements • ICM (content and delivery to be determined)	1. Describe legislation, standards and policies that guide recruitment of caregivers for residential services to meet the diverse and complex needs of children. 2. Explain the link between recruitment and retention: ➢ Identify effective recruitment strategies ➢ Identify effective retention strategies 3. Understand how to apply standards and policies for screening prospective caregivers 4. Understand the home study process. 5. Understand the 6 competencies of PRIDE training.
Module Three Supporting Family Care • Supporting, monitoring and reviewing caregivers o Annual reviews o 90 day visits o Level Assessment o Caregiver learning plans	1. Understand the requirements of supporting and monitoring a family care home: 2. Identify caregiver stressors and strategies to manage stressors

○   Care Plans
      ○   compliance with Standards and designation
      ○   Reportables
      ○   Documentation
• Available supports
      ○   Relief requirements (need and relief caregiver assessment)
      ○   Local and provincial supports
• Caregiver experiences
      ○   What they need
      ○   Challenges and rewards
      ○ Vicarious trauma	

Module Four Supporting Family Care Continued
• Concerns
      ○   Investigations in Foster Homes (Section 13)
         ▪ Safeguarding
         ▪ Caregiver Experiences
      ○   Concerns that are not Section 13
         ▪ Safeguarding
         ▪ Caregiver Experiences
• Concerns in out of care homes
	3. Understand the policies, procedures, and roles to respond to concerns and investigations in foster homes.

Module Five Specialized Staffed Resources
• Procurement (further direction by Policy team required)
• Terms and conditions of Client Service Agreements
• Assessing, supporting, monitoring and reviewing contractors
      ○   Contract additional payments
      ○   Documentation
• Standards for Staffed Children's Residential Services
      ○   Monitoring compliance
• Concerns
    Investigations into Specialized Staffed Resource
      ○   Investigations into contracted resources
	1. (Describe/Understand) the process to establish a staffed specialized care home (further direction required)
	
	2. Describe how specialized staffed resources are monitored and supported.

Module Six   Kinship Care
• Continuum of care
• Restricted Foster Care
      ○   Assessment
      ○   Approval
      ○   and support
• Out of care
      ○   Assessment
	1. Describe the Continuum of Care and the relationship to restricted, regular and out of care homes.
	
	2. Describe the screening, assessment and approval process for:
	
	      ➢ Restricted Foster Care

o Approval o and support	➤ Out of Care options. 3. Understand the unique support needs of kinship families

Module Seven   Contract management
Foster Care
   • Family Care Home Agreement (Level 1,2,3)
      o   Levels of Care
      o   Bed capacity
      o   Sections and Schedules
      o   Insurance
   • Payments (regular and exceptional)
   • Resource and Payment (RAP) (loading and maintaining a contract for Res, Reg 1,2,3)
Specialized contracts
   • Contract additional payments
   • RAP (loading and maintaining a contract)
Out of Care
   • RAP (loading and maintaining a contract)
	1. Describe the components and schedules of agreements, including:
	
	     ➤ Financial compensation rates:
	        - Family care rate
	        - Relief
	        - Extra payment approval and documentation process
	     ➤ Specialized contracts
	
	2. Have familiarity with the resources and payments (RAP) system.

Module Eight   Supporting caregivers work with the child, youth and their families
   • Trauma informed practice and support
      o   Supporting Caregivers in understanding Trauma, child development and behavior management
   • Supporting caregivers work with the child, youth and their families:
      o   Aboriginal (band, elders, extended family and community)
      o   LGBTQ
      o   Special Needs
      o   Other cultural groups
      o   Religion/Spiritual beliefs
   • Caregivers role in visits, and reporting
   • Care Plan
   • Transitions
   • Permanency planning
   • PRIDE Competencies
	1. Understand trauma and its impact on child development and implications for caregivers.
	
	2. Understand the importance of, and support caregivers to provide inclusive and culturally safe care.
	
	3. Identify strategies to support children, youth, and caregivers through transitions.
	
	4. Identify the potential members of the care team and how they work to meet the needs of the child/youth.
	
	5. Describe the four dimensions of permanency and how the RSW can support them.

Module Nine   Placement
   • CFCSA requirements for placement
   • Sharing of information and FOI
   • Allowable numbers of children in a caregiving home
      o   Over capacity
   • Choosing a placement
   • Preventing and managing placement disruptions
	1. Identify CFCSA sections that pertain to placement
	
	2. Identify factors to consider when choosing a placement
	
	3. Be familiar with bed capacity policy.

• Home share agreements (CLBC, DAA's)	4. Identify reasons for placement disruptions and prevention and management strategies. 5. Understand home share agreements.
Module Ten Exploring fostering through caregivers stories • What they need and require to do the work • What are their stressors • Advocacy • Professionalism • Self-care	1. Understanding the caregiver's experience.