

**State of South Dakota Division of Child Protection Services (CPS)
Child and Family Services Training Plan 2020-2024**

Course Name & Description	IV-E Admin functions addressed	Venue and Sponsorship	Design	Provider	Duration	Audience	Estimated Cost Per Year	Estimated IV-E Portion
<p>Foundation Training (Initial in-service): Participants receive training about the foundation of CPS policy and practice and receive orientation training related to the CPS Mission and Vision, Practice Models, and Principles and Standards. The training includes: information on developing self-awareness and cultural consciousness; curriculum to develop staff skills and increase knowledge related to interviewing and engaging families; and</p>	<p>Family centered practice, case management, cultural competency, preparation for judicial determinations, permanency planning, licensing and recruitment.</p>	<p>Hotel Meeting Room</p>	<p>Long Term</p>	<p>Child Protection Supervisors and Family Services Specialists that have been selected to train.</p>	<p>36 hours offered 4 times a year</p>	<p>New Family Services Specialists, Social Services Aides and New Family Services Specialist Supervisors</p>	<p>\$19,400.00</p>	<p>IV-E portion is cost allocated based on random moment time study.</p>

Attachment G

ON GOING TRAINING

Course Name & Description	IV-E Admin functions addressed	Venue and Sponsorship	Design	Provider	Duration	Audience	Estimated Cost Per Year	Estimated IV-E Portion
skills on practicing safe work habits. Staff learn about the legal process and laws and policy related to child abuse and neglect and ICWA.								
<p>Initial Family Assessment Training (initial in-service): This training provides participants with an overview of identification of the four types of child maltreatment. Participants will develop interviewing skills associated with gathering meaningful information related to the Initial Family Assessment. Staff</p>	Case management, referral to services, assessment of safety and need for removal.	Hotel Meeting Room	Long Term	Child Protection Supervisors and Family Specialists that have been selected to train.	36 hours offered 3 times a year	New Family Services Specialists, Social Services Aides and New Family Services Specialist Supervisors	\$13,050.00	IV-E portion is cost allocated based on random moment time study.

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learn how to complete safety evaluations and develop safety plans, additional interviewing skills, how to document information in the Initial Family Assessment, and complete safety plans and Immediate Danger plans.								
<p>Protective Capacity Assessment (Initial in-service Training): Participants learn a system of intervention that is fundamentally based on the application of safety concepts and criteria. Participants will</p>	Case management, case planning, referral to services, placement of child, permanency planning, and preparation for	Hotel Meeting Room	Long Term	Child Protection Supervisors and Family Specialists that have been selected to train.	34 Hours offered 3 times a year	New Family Services Specialists, Social Services Aides and New Family Services Specialist Supervisors	\$13,050.00	IV-E portion is cost allocated based on random moment time study.

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develop skills to engage and build collaborative partnerships with the caregivers, direct conversations with caregivers regarding the identified threat to safety, raise self-awareness and seek agreement with caregivers on what must change in order to keep the child safe, understand the purpose for the Protective Capacity Assessment, and the relationship between what must change and the enhancement of diminished protective capacities. The training helps staff learn how: to write realistic goals, outcomes and objectives for change in a protective Capacity Assessment	judicial determinations.							

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document; specific case plan services are intended to enhance the identified diminished protective capacity; when caregiver protective capacities are sufficient to protect against the threats to the child safety; and to document the Protective Capacity Evaluation process. Participants also experience a mock trial to help prepare for testifying in court on the Protective Capacity Assessment and related safety threats.								

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<p>Permanency And Well Being Training (Initial in-service): Participants receive an overview of child development, family dynamics, parent-child attachment and parenting discipline techniques. The training provides participants with an understanding of the importance of preserving connections and what constitutes quality caseworker visits. Participants learn about placement services for children in foster care, comprehensive assessments of children and how to complete a comprehensive assessment as well as formal case planning development for children</p>	<p>Case management and supervision, placement of child, case planning, kinship placement, and permanency planning.</p>	<p>Hotel Meeting Room</p>	<p>Long Term</p>	<p>Child Protection Program Specialists, Supervisors and Family Specialists that have been selected to train.</p>	<p>36 Hours offered 3 times a year</p>	<p>New Family Services Specialists, Social Services Aides and New Family Services Specialist Supervisors</p>	<p>\$13,050.00</p>	<p>IV-E portion is cost allocated based on random moment time study.</p>

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and case plan evaluation. They gain knowledge of the ICPC process, Permanent Plan options, and education on federal laws pertaining to placement. The training also provides them with information on the adoptive family search process, matching considerations for placement of children and adoption, and the Independent Living Services program.								

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Course Name & Description	IV-E Admin functions addressed	Venue and Sponsorship	Design	Provider	Duration	Audience	Estimated Cost Per Year	Estimated IV-E Portion
Motivational Interviewing 1 and 2	Referral for services, data collection and reporting.	Hotel Meeting Room	Long Term	Child Protection Supervisors and Family Services Workers that have been selected to train.	32 Hours offered 4 times a year	New Family Services Specialists, Social Services Aides and New Family Services Specialist Supervisors	\$18,960.00	IV-E portion is cost allocated based on random moment time study.
<p>PRIDE Training (Initial in-service). PRIDE training is required for all prospective foster and adoptive parents. Family Services Specialist attend so they experience the same training provided to the foster and adoptive parents and learn about the same theories and concepts. Participants learn a competency-based, integrated</p>	Case management, placement of the child, development of the case plan, recruitment and licensing of foster homes.	Hotel Meeting Room	Long Term	Child Protection Supervisors and Family Services Workers that have been selected to train.	30 hours	New Family Services Specialists, Social Services Aides and New Family Services Specialist	\$455,926.00	IV-E portion is cost allocated based on random moment time study.

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Course Name & Description	IV-E Admin functions addressed	Venue and Sponsorship	Design	Provider	Duration	Audience	Estimated Cost Per Year	Estimated IV-E Portion
<p>approach to parenting of children placed in foster care or for adoption.</p>								
<p>Trauma Informed Intervention Training (Initial in-service): Participants learn about the essential elements of a trauma informed child welfare system, how trauma affects children, the impact of trauma on the brain and body, the influence of the developmental stages, and the influence of culture.</p>	<p>Case management, placement of the child, referral for services, and permanency planning.</p>	<p>Hotel Meeting Room</p>	<p>Long Term</p>	<p>Child Protection Supervisors and Family Services Workers that have been trained to train.</p>	<p>2 days (17 hours) offered 1 times a year</p>	<p>New Family Services Specialist, Social Services Aides and New Family Services Specialist Supervisors</p>	<p>\$6,750.00</p>	<p>IV-E portion is cost allocated based on random moment time study.</p>

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<p>Safety, Permanency and Well-Being Reviewer (QA) Training: Orientation and preparation training for staff who will participate in the state's review process, which is based on the federal Child and Family Services Review.</p>	Case Reviews	Hotel Meeting Room	Long Term	Safety, Permanency and Well-Being Review Team	2 days (12 hours) offered 1 times per year.	Program Specialists, Regional Managers, Supervisors, Family Services Specialists	\$16,000.00	IV-E portion is cost allocated based on random moment time study.