Training Catalog for
Family Design Resources and SWAN

Catalog Includes:

- LEGAL TRAININGS
- PERMANENCY BASICS
- CHILD FOCUSED
- FAMILY FOCUSED
- PENNSYLVANIA ADOPTION EXCHANGE
- PLACEMENT AND FINALIZATION
- POST-PERMANENCY
- ADOPTION SEARCH
- YOUTH ENGAGEMENT & ADVOCACY
- DIVERSITY & BULLYING PREVENTION
Family Design Resources, Inc. (FDR) is an innovative nonprofit agency that offers training, consultation and program development to professionals serving children, youth and families.

FDR was founded in 1999 to respond to the critical needs of children and offers the combined expertise of more than 250 social service, education and legal professionals. FDR is committed to promoting and supporting the well-being of children and families. Our proactive approach succeeds in developing strong public and private partnerships.

We strive to equip social service and education professionals with the tools and training needed to effectively serve children, youth and families. FDR works in consultation with organizations, private and public agencies and school districts to tailor trainings and programs to the needs of the organizations and community we serve.

For more information about FDR, visit us online at www.familydesign.org.

Training for the Pennsylvania Statewide Adoption and Permanency Network

Family Design Resources, in partnership with Diakon Lutheran Social Ministries, provides contracted services to the Pennsylvania Statewide Adoption and Permanency Network (SWAN). SWAN is a unique public-private collaboration whose role is to address barriers to permanency for children and to respond to the increased numbers of children needing adoption services. The majority of the trainings listed in this catalog were developed to address the specific needs of SWAN; however, the issues and topics addressed are relevant and meaningful for child serving professionals everywhere.

Most trainings can be customized to your needs!

How to Request Training

For More Information or to Request Training:

Email: training@familydesign.org
Call: 717-236-8570
Online: familydesign.org — choose “request training”

For SWAN Training Requests:
Contact your SWAN Program Technical Assistant, SWAN Regional Technical Assistant, or LSI coordinator
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This icon signifies trainings available to SWAN agencies at no cost.

This icon signifies trainings available online at [www.swan-online.org](http://www.swan-online.org)
LEGAL TRAININGS

Beyond the Bond: The Needs & Welfare Analysis in a TPR

Proving that terminating the rights of a parent best serves the needs and welfare of a child is often the most difficult piece of a TPR hearing. What role does the child’s bond with parents and caregivers play in the needs and welfare analysis? What constitutes evidence of a child’s bond? Who can testify about the bond? What other factors are important in analyzing the needs and welfare of a child? This 3 hour session explores these questions and provides strategies to better prepare for the needs and welfare analysis of the TPR process. Participants learn the importance of building a strong trial court record in the event of an appeal of a TPR decision to a higher court.

Total Training Hours: 3
♦ CLE credits are available for this training
♦ CE credits are available for this training

Choosing the Permanency Goal(s)

Choosing the goal is one of the most important decisions in the life of a child welfare case. With the enactment of the statewide Concurrent Planning Policy and Implementation Bulletin, choosing the right goal(s) is even more critical. This training discusses the hierarchy of goals as defined in the Juvenile Act, the legal differences between adoption and Permanent Legal Custody (PLC), explores questions that help guide and justify the choice of permanency goal, and examines concurrent planning issues when choosing a goal.

Total Training Hours: 3
♦ CLE credits are available for this training
♦ CE credits are available for this training

Conquering the Courtroom

Achieving permanency for children often depends on effective courtroom testimony by county child welfare agency workers and other service providers. Conquering the Courtroom is a comprehensive training on preparing for court, designed by SWAN’s Legal Services Initiative. This unique training covers everything from courtroom basics to caseworker anxiety and preparation, and culminates in testimony practice. Participants practice skills such as identifying and managing their own anxiety triggers, distinguishing facts from opinions and coping with cross-examination. The training is a three-part, 9 hour training, which can be delivered in a variety of ways to suit the needs of the individual county.

Total Training Hours: 9
♦ CE credits are available for this training

CPSL Amendments: Old Values, New Protections

The Child Protective Services Law has undergone sweeping changes that alters the face of child protection in Pennsylvania. Implementing these changes requires commitment and a cross-systems effort from all stakeholders. Implementation also requires both training and technical assistance from a variety of sources. This overview is a starting point where counties can begin to think about how the changes in the laws impact them. This high level snapshot of the changes in the law helps counties to assess their future training and technical assistance needs.

Total Training Hours: 3
♦ CLE credits are available for this training
♦ CE credits are available for this training

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Online: familydesign.org — choose “request training”
Crossing Borders: Immigration Issues in the Child Welfare System

Immigrant children and their families represent one of the largest, fastest-growing populations in the United States. Immigrant families that become involved with the child welfare system may face considerable obstacles to effective communication and access to services. Child welfare agencies working with immigrant families may face unfamiliar cultural issues and the challenges of doing good casework across international borders. As the immigrant population grows, child welfare agencies need to respond to immigrant families’ unique needs. This session explores some of the legal, policy and practice issues faced by child welfare agencies striving to serve immigrant families.

Total Training Hours: 3
- CLE credits are available for this training
- CE credits are available for this training

Excavating the Web: The “How To” of Diligent Search

The purpose is to actively engage, empower and equip participants with the tools and knowledge to conduct thorough adoption or other diligent searches with a hands-on learning experience. Participants learn through demonstration, practice navigating search websites and apply critical, abstract, and analytical thinking to their search results.

Total Training Hours: 5

Fostering Connections Revisited

The years since the Fostering Connections to Success and Increasing Adoptions Act of 2008 was enacted brought significant changes in child welfare practice. Pennsylvania's recent enactment of Act 80 and Act 91 of 2012 incorporated some of the act's key optional provisions into Pennsylvania state law. This session reviews Pennsylvania's new legislation and revisits the themes of strengthening Pennsylvania’s work with older youth, support for kinship care arrangements and efforts to improve educational outcomes for youth in the child welfare system. This session allows participants to discuss practice implications and county agency progress on implementation of the law.

Total Training Hours: 3
- CLE credits are available for this training
- CE credits are available for this training

Fostering Connections to Success and Increasing Adoptions Act of 2008

This session examines the federal Fostering Connections to Success and Increasing Adoptions Act of 2008, which has been called the most significant federal child welfare legislation since the Adoption and Safe Families Act of 1997. The act includes provisions that should strengthen Pennsylvania’s work with older youth, support kinship care arrangements and help improve educational outcomes for youth in the child welfare system. This session will review highlights of the act and will offer an opportunity to discuss practice implications and county agency progress on implementation of the law.

Total Training Hours: 3
- CLE credits are available for this training
- CE credits are available for this training

Meeting the Educational Needs of Children in Foster Care

This course is a detailed overview of state and federal education law with particular emphasis on how these laws impact the educational success of children in care. Specific laws to be discussed include: the McKinney-Vento Homeless Assistance Act, Individuals with Disabilities Act, Fostering Connections to Success and Increasing Adoptions Act, Family Education Rights and Privacy Act, Uninterrupted Scholars Act, and PA Public School Code. This course addresses barriers to educational achievement for court-involved youth and highlights national statistics about their poor educational outcomes and how that also impacts their ability to achieve permanent living situations. We also focus on school placement for children in care with disabilities, disciplinary issues and those in mental health treatment in RTFs. The special challenges of older youth and best practice strategies for their educational and transition planning are highlighted.

Total Training Hours: 3
- CLE credits are available for this training
- CE credits are available for this training
New Options for Pennsylvania Adoptions: Overview of Act 101 of 2010

Act 101 of 2010 increased the options for "openness" in Pennsylvania's adoption process. The act created a mechanism for families to enter into legally enforceable, voluntary agreements for post-adoption contact between adoptive families and birth relatives; renamed and expanded the scope of the Adoption and Medical History Registry; and expanded access to information from adoption records. Now that counties, agencies and families have several years of experience with the changes, this session provides a review of all three components of the act and also allows participants to discuss their experiences and practices.

Total Training Hours: 3
- CLE credits are available for this training
- CE credits are available for this training

Opening Doors: Children of Incarcerated Parents

Every county deals with child welfare cases where the parents are incarcerated. These cases present challenges from every perspective: communicating with the parent, doing meaningful casework, arranging visitation and achieving timely permanency. This workshop is offered to clarify legal issues with incarcerated parents, set those legal issues in their social work and clinical context, and to explore how caseworkers can support improved practices.

Total Training Hours: 3
- CLE credits are available for this training
- CE credits are available for this training

Overview of the Preventing Sex Trafficking and Strengthening Families Act

This session explores the Preventing Sex Trafficking and Strengthening Families Act, the 2014 bipartisan child welfare legislation aimed at preventing child sex trafficking and increasing adoptions. The legislation includes core values that limit APPLA as a permanency goal, heightens the reporting requirements for missing and runaway youth in the system and provides a designated adult who is a parental figure making age appropriate decisions about activities, to all youth. The course looks at how the new law interfaces with existing state, federal and international law. In this course, the ways of cross system coordination are used to create environments where dependent youth can survive, thrive and realize their full potential in a safe and stable home are discussed.

Total Training Hours: 3
- CLE credits are available for this training
- CE credits are available for this training

Pathways to Permanency—Legal Mandates of Act 55 and Fostering Connections

The years since the Fostering Connections to Success and Increasing Adoptions Act of 2008 was enacted have brought significant changes in child welfare practice. Pennsylvania's enactment of Act 80 and Act 91 of 2012 incorporated some of the act's key optional provisions into the state's law. In 2013, new Rules of Juvenile Court Procedure about resumption of jurisdiction and Pennsylvania's Act 55 which added some essential pre-dispositional requirements about family search and engagement, were enacted. This session reviews the new legislation and revisits the themes of finding, engaging family and kin and how each of these efforts can bring permanence and security to the lives of all dependent children, including older youth. Additionally, the session compares Fostering Connections and Act 55, and discusses how they complement each other. This session includes an opportunity to discuss practice implications and progress on implementation of the law.

Total Training Hours: 3
- CLE credits are available for this training
- CE credits are available for this training

Permanent Legal Custody (PLC)

In the hierarchy of permanency goals, PLC can be selected after reunification and adoption are ruled out as viable permanency options for a child and their family. In particular circumstances PLC can meet the needs of the child, their family, and the permanency resource. This session will focus on legal issues related to implementing PLC arrangements and how workers can make appropriate use of this option.

Total Training Hours: 3
- CLE credits are available for this training
- CE credits are available for this training
Preparing Your Case: Ethics, Advocacy and Aggravated Circumstances
(Advanced/Customized)

Children and youth solicitors handle a diverse array of cases that require understanding negotiation strategy, litigation preparation and strategy, procedural compliance and ethical practice. In cases involving a pleading of aggravated circumstances, solicitors often must gather, organize and present complex cases involving testimony from children and youth investigators, eyewitnesses, arresting police officers, detectives and expert witnesses. This session assists solicitors in exploring methods of systematically preparing and delivering cases persuasively and ethically to expedite court decisions and ensure the safety of children.

Total Training Hours: 6
♦ CLE credits are available for this training
♦ CE credits are available for this training

Preparing Your Case: Ethics, Advocacy and Evidence in Child Welfare Proceedings
(Beginner)

Providing legal counsel to a child welfare organization requires understanding substantive law, procedural rules, the rules of evidence and an understanding of the rules of professional conduct. This course will encourage participants to consider how to persuasively prepare a case to expedite permanency and adequately serve the organizational client.

Total Training Hours: 6
♦ CLE credits are available for this training
♦ CE credits are available for this training

The Road to Success: Legal Issues for Transitioning Older Youth

This training will detail elements of the Adoption and Safe Families Act (ASFA), Fostering Connections to Success Act, the Department of Human Service’s Concurrent Planning Bulletin, the new Preventing Sex Trafficking and Strengthening Families Act, the McKinney Vento Act, and Acts 80 and 91 of 2012 as they pertain to success for older youth. The Rules of Juvenile Court Procedure, which direct that specific and timely transition plans must be developed for older youth and provide for the means to resume jurisdiction if a youth over 18 leaves care and finds themselves in need of services or support, are examined. After analyzing the guiding legal and policy framework, we will look at what works in Pennsylvania, and how to apply tools that are used successfully for small groups of older youth to impact the greater community of older youth in care. We will also discuss how best to advocate for older youth so they receive all services they deserve and are legislatively promised, from a permanent and supportive home to age-appropriate experiences, education and opportunities. Barriers to achieving permanency for older youth will be addressed, and positive methods to breaking those barriers will be presented.

Total Training Hours: 3
♦ CLE credits are available for this training
♦ CE credits are available for this training

Terminations Demystified

Public and private agency workers are often puzzled by the court process of terminating parental rights (TPR). Why does it take so long? Why does the process flow differently from one county to the next? How can you tell when termination may be achievable? How does the TPR process affect ongoing services to the child and your efforts to achieve permanency for them? This session, targeted at a basic to intermediate audience, explores these questions and provides a foundation for explaining the TPR process to children and families.

Total Training Hours: 3
♦ CLE credits are available for this training
♦ CE credits are available for this training
PERMANENCY BASICS

Abraham’s Wife: The Impact of Infertility on Permanency
The issues of infertility are far-reaching. This workshop will examine the impact of infertility on the permanency process. This session will explore the history of infertility and adoption, examine how each stage of the adoption process is impacted by infertility and identify issues that may manifest as families move forward. Finally, it will describe techniques that workers can use to assist families dealing with infertility and improve the family’s chances of success in their journey of adoption.

Total Training Hours: 3
♦ CE credits are available for this training

Bridging the Gap: An Overview
Children in foster care have a more positive experience when their birth parents and foster parents work together to assure the children feel loved and comfortable in their out-of-home placement. That's the principle behind northern Virginia's "Bridging the Gap" practice, which connects birth parents with resource parents when children enter foster care. This workshop offers an overview of this initiative and focuses on the principles behind it. In addition, this session considers the interconnection of Bridging the Gap with Concurrent Planning.

Total Training Hours: 3
♦ CE credits are available for this training

The Butterfly Effect: SWAN Values, Permanency, Philosophy
Permanency workers play a pivotal role in whether a family's desire to adopt ends in permanency for a child. This workshop examines the importance of the worker's role in this process. It also demonstrates how incorporating the SWAN values and a strong permanency philosophy in the work we do can improve our outcomes and enhance our experiences with the families we serve. This workshop focuses on the SWAN values as they relate to work in the early search and matching process. We explore the importance of strong engagement of the family from the onset, including ideas on how to develop a resilient relationship with adoptive families that will prove invaluable as they move into placement. In addition, this session offers some instruction on how to "grow" families during this process, so they are more able to meet the needs of the network.

Total Training Hours: 3
♦ CE credits are available for this training

Improving Permanency Outcomes through SWAN/IL and FGDM
This workshop provides introductory information and guidance to SWAN affiliates, county children and youth services agencies and Independent Living programs on how Family Group Decision Making (FGDM) can be enhanced through the SWAN units of service to improve permanency outcomes for children and young adults. This combination of formal presentation and participant interaction provides an overview of the SWAN units of service and examples of their use with FGDM.

Total Training Hours: 1.5

Partnering in Permanency: Recruiting, Preparing, Supporting Resource Families
Concurrent planning changes the message we use to recruit families from "Come rescue a child" to "Come work with children and their birth families." This workshop looks at the expanded and elevated role of resource parents in relation to concurrent planning and then turns to how to engage and retain families through every stage of the process.

Total Training Hours: 3
♦ CE credits are available for this training

Find us on Facebook and Twitter!
The RIGHT Prescription: Supporting Foster Children Through Grief and Loss

Children and youth in temporary placements experience loss through the initial trauma of abuse and neglect and then the secondary trauma of living with various caregivers. They have lost their sense of belonging and permanency. This 3-hour workshop reveals the nature of grief and loss experienced by children and youth removed from their families; looks at the resultant behaviors of loss and attachment difficulties expressed by children and youth; and examines approaches to managing behaviors and supporting and resolving feelings of grief and loss.

Total Training Hours: 3
♦ CE credits are available for this training

Supervising the Permanency Placement—A Course for Success

A family and youth are matched, pre-placement activities take place and the placement occurs. Adding a new member to a family naturally brings on many stressors and major adjustments lie ahead for the entire family. This workshop addresses placement issues that families should expect and explores proactive ways workers and families can partner to identify and manage the issues before they become a crisis.

Total Training Hours: 1.5

SWAN 101

The SWAN 101 is a basic overview of the SWAN program and is designed to be presented to individuals unfamiliar with the SWAN program. The goal of the training is to encourage use of the SWAN program within Pennsylvania, which can be tailored to meet the needs of the specific audience. This training can also be combined with the Independent Living 101.

Total Training Hours: 1-3
♦ CE credits are available for this training

At Family Design Resources, We Challenge Boundaries

CHILD FOCUSED

Adolescent and Child Preparation: Retracing the Steps and Moving On

Participants learn about the benefits of SWAN Child Preparation for adolescents. Issues specific to adolescence and Child Preparation will be addressed, including special considerations and challenges. This is a practice-oriented session demonstrating activities workers find effective in succeeding with Child Preparation for adolescents.

Total Training Hours: 3
♦ CE credits are available for this training

Child Preparation

This training covers the Child Preparation unit of service.

The online Child Preparation Guide presents best practices for preparing children and youth for permanency. This workshop includes the impact of the CORE issues on children in placement, the five goals of Child Preparation and an overview of the 3-5-7 Model. Child Preparation for all permanency goals is highlighted and paperwork is reviewed.

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Total Training Hours: 6
♦ CE credits are available for this training

Child Profile

The Child Profile is a thorough, strengths based, written review of a child's emotional, social and medical history. Profile writers gather information by reviewing records and interviewing significant others in the child's life. This workshop discusses the intent and purpose of the document and addresses the steps of the Child Profile process including initial preparation, gathering of information and assessing current functioning and a child's readiness for permanency. The roles of the county and affiliate worker in the process are defined.

Total Training Hours: 3
♦ CE credits are available for this training

Child Specific Recruitment (CSR)

Child Specific Recruitment is about permanency for children and youth. Fostering Connections and Act 101 had a significant impact on how CSR is used, especially on how early in the life of a case the unit is referred and that agencies now do more CSR work with kinship families. Enhancements to CSR allow the unit to be used to build a network of support for youth in danger of aging out of the system. Concurrent Planning continues to ensure the pursuit of all opportunities for finding a family for a child.

Total Training Hours: 3
♦ CE credits are available for this training

Behavioral Interviewing and Strengths Based Writing

This workshop addresses leading behavioral and theoretical interviewing styles. It demonstrates why behavioral interviewing is most conducive to obtaining information that shows a family's ability to provide safety, nurturing and commitment to a child. Strengths based writing tips help participants effectively present gathered information in written documents.

Total Training Hours: 3
♦ CE credits are available for this training

Incorporating Family Preparation into the Family Profile

This workshop addresses how the knowledge, insight and growth of a family during the family preparation process can be integrated into the family approval document. This interactive session reviews some of the essential elements identified by the SWAN network as critical in preparing families. It demonstrates how behavioral interviewing can create a stronger profile and assists with the integration process.

Total Training Hours: 3
♦ CE credits are available for this training

At Family Design Resources, We Respect Each Other’s Strengths
Preparing Families for Transracial Placement

Agencies working in permanency have the responsibility to adequately prepare families who are considering transracial placement. Families need to understand the complexities and issues they will face. They also need a realistic view of how their lives will be permanently impacted. Agencies must give families the opportunity to consider all the factors and tools to make the best decisions for now and the future. This workshop examines the importance of transracial training in adoption and looks at some of the tools and techniques agencies can use to have honest and useful discussions with families about the issues of transracial placement.

Reunification: Child Preparation and Working with Birth Parents

During Child Preparation services, a child may be in the process of being reunified with a birth parent. Sometimes, reunification occurs during the Child Preparation process. This can create challenges to the Child Preparation worker. This training looks at the CORE issues as they relate to the birth parent. The grief and trauma the birth parent experienced are explored. Tips and strategies for working with birth parents during Child Preparation are discussed.

Total Training Hours: 3
◆ CE credits are available for this training

Tools, Techniques and Activities to Engage Families

When reaching out to a family, whether to make connections, include them in FGDM or consider permanency options, workers must be able to engage the family. At times, engagement can be challenging when working with families for older youth. This session discusses how various tools, techniques and activities are used to engage adoptive, foster, kinship and PLC families throughout the permanency process.

Total Training Hours: 3
◆ CE credits are available for this training

At Family Design Resources, We Model What We Teach

PENNSYLVANIA ADOPTION EXCHANGE TRAININGS

The Family Selection Process

This workshop is an introduction and guidance for SWAN affiliates, county children and youth services agencies and Independent Living programs on how to integrate Family Group Decision Making (FGDM) practices into the SWAN units of service. Using a combination of formal presentation and participant interaction delineates the steps to implement FGDM and provides examples of its use within the SWAN units of service.

Total Training Hours: 3
◆ CE credits are available for this training

The Family Selection Process: Intake to Permanency

Children in the foster care system face uncertainty about whether they will ever become a permanent member of a family. They need the professionals in their lives to make timely decisions in selecting their “forever” family. This 12-hour, skills-focused workshop is intended to provide supervisors and experienced caseworkers with the tools to engage families in the selection and decision making process. Areas of discussion include the use of best practices in engaging families, resource identification, and identifying the impact of personal values, beliefs and principles in selecting permanent families.

Total Training Hours: 12
◆ CE credits are available for this training
**PAE 101**

PAE 101 is an interactive presentation that uses examples and activities to engage participants, give them a broader understanding of how PAE works and to encourage registration of children who are in need of a permanent resource. Although this workshop focuses on CSR efforts, it is a great training for anyone working toward permanency at any level because of its strengths based approach and emphasis on finding a family for every child.

Total Training Hours: 2.5

**The Resource Family Registry (Act 160 of 2004)**

This session revisits the requirements of Act 160 and the Resource Family Registry (RFR), briefly reviewing the history and intent of Act 160. Participants discuss questions or omissions of action by those registering a family. Participants gain insights into how best to manage families registered with the RFR.

Total Training Hours: 3

♦ CE credits are available for this training

**Seamless System Training**

The greatest complaint over the years that we get from waiting families is "no one ever calls back." The SWAN Seamless System was created to support overwhelmed children’s caseworkers respond to the requests about children. This training is geared to anyone working with families or children who are moving toward permanency.

Total Training Hours: 1.5

**Secondary Trauma**

Working with dependent youth and their families can at times be very stressful for the caseworker. This stress can and will affect the members of the family unit and those working with the family. This workshop helps caseworkers identify those stress reactions, discusses and reviews techniques used to relieve stress. Additionally, it provides some direction about when to access additional support systems.

Total Training Hours: 3

♦ CE credits are available for this training

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**At Family Design Resources,**

**We Do the Right Thing**

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**PLACEMENT & FINALIZATION**

**Achieving Permanency for Children in Kinship Care**

This workshop helps child welfare professionals develop the knowledge and skills to facilitate permanency for children in kinship foster care. In this workshop, participants obtain a broad overview of the kinship foster care network. Topics of discussion include: a broader view of the family, collaboration of the kinship network and how to support permanent plans in kinship foster care.

Total Training Hours: 3

♦ CE credits are available for this training

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**Contact your SWAN Program Technical Assistant, SWAN Regional Technical Assistant, or LSI coordinator**

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The Family Selection Process: Intake to Permanency

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Total Training Hours: 12
♦ CE credits are available for this training

Kinship Care as a Placement Option: An Introduction to Family Providers

During the workshop, resource families are introduced to the importance of a kinship care placement as well as the role of the kinship family when working with the county and private child welfare agency in maintaining safety, permanency and well-being for the child. The strengths of children being placed with kin are outlined as well as the support that a child receives being placed with their kin.

Total Training Hours: 3
♦ CE credits are available for this training

The Legacy We Build: A Look at Placement and Finalization

This workshop explores how to ensure a healthy placement by using the Placement and Finalization units of service. From the time of placement to a child's adoption finalization, appropriate services must be provided to the adoptive family. This detailed look at Placement and Finalization emphasizes how the Individual Permanency Service Plan flows from the beginning of placement through the adoption finalization and into post-permanency services.

Total Training Hours: 3
♦ CE credits are available for this training

Navigating a Difficult Journey

The path to permanency can be a difficult journey for both families and children. Rough spots along the way can cause families, children and their workers to doubt if they will ever reach the goal of permanency. During these times everyone involved is emotionally impacted and the desire to "give up" is strong. This presentation looks at how we can better manage the issues that often increase the risk of disruption or dissolution and learn how SWAN units of service can help mitigate or lessen the impact of those issues. All SWAN units of service should work together to help ensure permanency and prevent disruption. The presentation also explores what happens if disruption or dissolution does occur. Participants learn how to manage this stressful experience, as it is our responsibility to make sure that decisions made at this point are truly in everyone's best interest, not just for the moment but for the long term.

Total Training Hours: 3
♦ CE credits are available for this training

Supporting Success through Finalization Services

When a child or youth is placed into a pre-adoptive home, it is a time of adjustment for both the child and the family, which can be challenging for all involved. This workshop provides an overview of the SWAN Finalization unit of service and explores how it can strengthen and support families and children as they navigate toward permanency.

Total Training Hours: 3
♦ CE credits are available for this training

At Family Design Resources,
We Celebrate Accomplishments

Family Design Resources, Inc.
POST-PERMANENCY TRAININGS

Developing a Post-Permanency Family Support Plan with Families
This workshop is designed to introduce the Post-Permanency Family Support Plan template for use with SWAN Post-Permanency families. Participants learn how to demonstrate utilizing information gathered from required assessment tools to create a plan for delivering Post-Permanency services. This template becomes the agreement between the family and the affiliate as to the services needed and requested.

Total Training Hours: 3
❖ CE credits are available for this training

Enhancing Post-Permanency Services
This workshop examines SWAN Post-Permanency units of service (assessment, case advocacy, respite and support group). Participants learn how to better provide those services to enhance a family's ability to provide permanency to their children. This workshop encourages participants to discuss the different components of the services and explore better ways to enhance the work they are doing. Participants are encouraged to ask questions, share ideas and suggestions about how they are working with families.

Total Training Hours: 3
❖ CE credits are available for this training

Enhancing Post-Permanency Services with Kinship Families
This workshop explores the similarities and differences when kinship families access post permanency services. Each of the post-permanency units of services are discussed to include some ideas on working with families who are still in touch with the extended family of the child.

Total Training Hours: 3
❖ CE credits are available for this training

Post-Permanency Assessment Tools
The risk assessment process determines the degree to which key risk and safety factors are present in a family situation. This training looks at how to identify those factors and how to interpret them in the context of providing post-permanency services. The training also looks at how to use FACES III. The training covers incorporating all the information gained from the assessment – including CAFAS – into the SWAN Post-Permanency Family Support Plan.

Total Training Hours: 6
❖ CE credits are available for this training

Post-Permanency Services: Helping Families Regain their Confidence
The assessment unit is designed to use different tools and techniques to help a family identify their needs, develop goals and a plan of action called the Post-Permanency Family Support Plan (FSP). This workshop looks at the tools and their impact on post-permanency services, discusses the importance of working collaboratively with the family in developing the FSP and how this document helps to identify which services will help the family meet their goals. The Post-Permanency web-based training will be highlighted as a training tool for affiliates.

Total Training Hours: 3
❖ CE credits are available for this training

For More Information or to Request Training:

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Online: familydesign.org – choose “request training”
**SWAN Post-Permanency**

This workshop provides an overview of post-permanency services and how they can help improve placement outcomes. Each post-permanency unit is examined to demonstrate its efficacy when working with families after placement occurs. The presenter’s thorough knowledge and experience with post-permanency allows participants to focus on their concerns and increase their knowledge base.

Total Training Hours: 2

- CE credits are available for this training

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**At Family Design Resources, We Value Relationships**

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**ADOPTION SEARCH**

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**Act 101 of 2010 Training Program for Court and Agency Appointed Authorized Representatives**

This two-day training* outlines the requirements of Act 101 of 2010 for court and agency appointed authorized representatives. This training focuses on the role of the authorized representative in providing services to adopted persons and birth and adoptive family members who seek information or contact with birth family members. Participants learn about the emotional aspects of this work from the perspectives of the adopted persons, birth parents, adoptive parents and birth siblings. Strategies for locating individuals while maintaining confidentiality are presented.

Total Training Hours: 12

- CLE credits are available for this training
- CE credits are available for this training

*Completion of the Act 101 Overview training is a prerequisite

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**Overview of Act 101 of 2010***

Act 101 of 2010 increased the options for "openness" in Pennsylvania's adoption process. The act created a mechanism for families to enter into legally enforceable, voluntary agreements for post-adoption contact between adoptive families and birth relatives; renamed and expanded the scope of the Adoption and Medical History Registry; and expanded access to information from adoption records. Now that counties, agencies and families have several years of experience with the changes, this online training reviews all three components of the act.

This training is accessed through [http://www.pacwrc.pitt.edu/ELEARN.htm](http://www.pacwrc.pitt.edu/ELEARN.htm)

*Completion of this training is a prerequisite for the Act 101 of 2010 Training Program for Court and Agency Appointed Authorized Representatives Training.

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**Excavating the Web: The “How To” of Diligent Search**

The purpose is to actively engage, empower and equip participants with the tools and knowledge to conduct thorough adoption or other diligent searches with a hands-on learning experience. Participants learn through demonstration, practice navigating search websites and apply critical, abstract, and analytical thinking to their search results.

Total Training Hours: 5
YOUTH ENGAGEMENT & ADVOCACY

Adolescent and Child Preparation: Retracing the Steps and Moving On
Participants learn about the benefits of SWAN Child Preparation for adolescents. Issues specific to adolescence and Child Preparation will be addressed, including special considerations and challenges. This is a practice-oriented session demonstrating activities workers find effective in succeeding with Child Preparation for adolescents.

Total Training Hours: 3
♦ CE credits are available for this training

The Impact of Grief and Loss*
When a child welfare agency intervenes to remove children from their homes, the children, their parents, other family members and child welfare staff all experience grief and loss related to the events. This workshop explores the impact of grief and loss on children and examines behaviors children may exhibit as a result of significant losses. This session identifies the role caseworkers, legal advocates and judges play in diminishing children's grief. The use of the SWAN Child Preparation unit of service to address grief and loss is also covered.

Total Training Hours: 9
♦ CLE credits are available for this training
♦ CE credits are available for this training
* A condensed, three-hour version of this training is also available

Michelle’s Story: Permanency Support for Older Youth
Every year in Pennsylvania, several hundred older youth leave care at the age of 18. Many youth who left care had no place to go and no one to turn to for support. They just wanted to get out of “the system.” This interactive workshop is designed specifically for small groups of older youth in care and is facilitated by a former foster youth. Using her story as a backdrop, the value of permanency planning, even if adoption isn’t a goal, and of staying in care until 21 are messages emphasized with the youth.

Total Training Hours: 1

Silent Spring
“Always do right. This will gratify some people, and astonish the rest.” This workshop will examine the history of the development of values in adoption, as well as contemporary adoption (permanency) standards. Participants will be presented with a model and will review the six values that are the framework of National Association for Social Worker's ethical principles.

Total Training Hours: 3
♦ CE credits are available for this training.
This training also qualifies for CE Ethics credit.

’Till Death Do Us Part
The purpose of this workshop is to explore the unique and complex relationship of siblings. The historic and ongoing roles that siblings play in the lives of children are examined. This session looks at how identity and one’s place in the world is often shaped by sibling interaction. It also looks at how the loss of these relationships can significantly impact a child’s view of his world and himself.

Total Training Hours: 3
DIVERSITY & BULLYING PREVENTION

Diversity Awareness:  What Does It Mean and How Is It Achieved?

What is the difference between culturally sensitive and culturally competent?  By reviewing the cultural continuum, terms of diversity and inclusion are clarified. Emphasis is placed on the continuous process of learning and understanding cultural strengths of others. Practical information is offered on how participants can become more culturally competent and how to include diversity in everyday living.

Total Training Hours: 3
◆ CE credits are available for this training

How to Have Courageous Conversations*

At a time when demographic trends illustrate an increasingly diverse population, a greater understanding about the concepts of diversity, inclusion and cultural competence is needed. Strategies are offered on how to participate in conversations about diverse points of view that are meaningful but often difficult to initiate. This training builds upon the framework of diversity through opportunities for discussion and practice that increases confidence when engaging with others about differences.

Total Training Hours: 3
◆ CE credits are available for this training

*Recommended training prerequisite: "Diversity Awareness: What Does it Mean & How is it Achieved?"

Your Story: Permanency Support for Older Youth

Each year, nearly 1,000 older youth opt to leave Pennsylvania foster care at the age of 18. Focused on “getting out of the system,” most of these youth have nowhere to go and no one to turn to for support. Participants in this session hear the story of one former foster youth who faced these challenges. Using her experiences as a backdrop, information on the value of permanency planning for older youth, even if adoption isn't the result, is shared.

Total Training Hours: 1

At Family Design Resources, We Honor Diversity

Working with Birth Children in Foster and Adoptive Homes

As families consider becoming foster or adoptive parents they must examine many areas of their lives. One of the most important is how to prepare those children already in their home for the arrival of a new child. This workshop explores what current research has to say about preparing those children in the home for a new foster or adoptive sibling. This workshop discusses what information to share, how to communicate feelings and check-in with each other during the transition period. Also included are the changing roles of family members, personal safety, changes in parenting styles and the role of birth order. Ultimately, the goal of this workshop is to help create a supportive, cohesive family for all the children in the home.

Total Training Hours: 3
◆ CE credits are available for this training
**Introduction to Societal Bullying**

This training emphasizes the impact of school bullying, specifically identifying roles and the impact on students who bully and are bullied, as well as on bystanders who witness the victimization. Components of effective bullying prevention programs are discussed, statistical data is shared, and terms are defined. When participants complete this training, they will be able to provide basic information on school bullying, dispel common myths about all students who are impacted by bullying, and identify components of effective intervention strategies.

Total Training Hours: 3  
♦ CE credits are available for this training

**Understanding Diversity: From Workplace Culture to Service Delivery**

This 3-hour workshop focuses on increasing understanding around the unique aspects of diversity encountered by social services professionals in the course of their practice with children and families. The workshop explores bias and discrimination, culturally sensitive practices, establishing a rapport with diverse populations, and understanding the needs of LGBTQ youth. The workshop is intended to encourage the agency’s development of culturally sensitive practices as well as each participant’s continuous journey toward cultural competence.

Total Training Hours: 3  
♦ CE credits are available for this training

**Workplace Bullying: The Silent Epidemic**

Negative workplace behavior runs the gamut from inappropriate behavior to incivility, disrespect, bullying and other violent acts. Many believe, as with school bullying, that employees should be able to handle “a little good natured teasing”. The reality is that workplace bullying impacts nearly 14 million adults in America. It causes serious health concerns for the target and threatens the fiscal health of many businesses. This workshop introduces the phenomenon of workplace bullying.

Total Training Hours: 3  
♦ CE credits are available for this training

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**Vision**

Family Design Resources’ vision is a community where every person has permanency and a caring, safe place to belong.

**Mission**

We seek to improve the lives of children and families by creating, implementing and sustaining effective solutions and practices.
Thank you for considering Family Design Resources for your training needs. FDR receives requests for training from a variety of sources including foster and adoption agencies, schools, community groups and organizations that serve children and families.

Our goal is to provide you with high quality, relevant training tailored to your specific audience by effective and responsible use of resources.

Fees

FDR’s standard training rates are $250 for 90 minutes of training, $500 for a half-day of training, and $1,000 for a whole day of training. FDR adjusts these fees based upon individual circumstances. Factors that are considered include time to develop the training, the number of trainers requested, and travel involved. The ability to pay the standard training fee is not necessarily our deciding factor to provide training for you.

Training topics that relate to our core programs are listed in this catalog; however, our training staff can adapt training or tap the expertise in our network of social work and educational professionals to develop new trainings that meet your needs.

Getting Started

Visit www.familydesign.org for more information about our agency and to locate a training request form. When your request is received we will follow up with you as soon as possible.