



Clark County Department of Family Services

Training Workgroup Meeting

Meeting Minutes from February 10, 2014 4:00 pm – 6:00 pm

Present

Darlene Duncan (Nevada Partnership for Training), Richard Egan (Nevada Health and Human Services)

DFS Staff – Sarah Beers, Denise Parker, Shannon Rooney, Lauren Wagner

Agenda

- Pre-License Training Requirements
- PS-MAPP
 - CPR?
 - Car Seat Training?
 - Additional Session to provide resources/answer questions
 - What would this session look like? Who would present?
 - Panel of experienced foster parents
 - Case Managers
 - What information do we want to include?
 - What to do when/who to call?
- Renewal Requirements
 - 12 hours a year
 - Why? We need to be clear on how it would positively impact licensed caregivers.
 - Trauma Informed Care
 - We need to create a list of current trainings already provided in the community.
 - Effective Discipline in developmental stages (Several members of the QPI Implementation Team didn't like the word discipline, however others thought it needed to be in there. Can we add to it?)
 - We need to create a list of current trainings already provided in the community.

Minutes

Meeting content

1. Greetings and introductions were made
2. Denise Parker, Quality Parenting Initiative (QPI) Coordinator, discussed her understanding of the Training Workgroup's objectives
 - a. Allow all Clark County Department of Family Services (DFS) foster families, workers and agencies access to the trainings available
 - b. Standardize training requirements
 - c. Ensure there is more of an awareness of our expectations for foster parents and that this is conveyed to case workers
 - d. Create a clear understanding of the partnership we are looking to create between DFS and foster parents

Training proposal

3. Discussed the current license renewal requirements and recapped the changes the workgroup is proposing
 - a. Currently four (4) hours per year are required
 - i. Proposing this be increased to twelve (12) hours per year or twenty four (24) hours for two (2) years
 - b. Discussed the unique nature of the requirements in Nevada regarding having a two (2) year license
 - i. Other jurisdictions require
 1. Foster parents to have obtained and maintained a certain standard of care in order to qualify for a two (2) year license
 2. Each licensing worker visits each foster home quarterly rather than annually
4. Discussed the specific courses to be included in the required training
 - a. Cardio Pulmonary Resuscitation (CPR)
 - i. Has been combined with the First Aid Training
 - ii. Is currently not required if you don't have a body of water on or near the property of the home
 - iii. It is currently being offered twice a month
 - b. Car Seat Training
 - i. Would not be required for people licensed for children age six (6) or older
 - ii. Suggested that we make this a one (1) time requirement for everyone
 - iii. Required in foster homes
 1. If a foster parent's license changes as to the ages of children they can accept to under age six (6)
 2. There is a pregnant teen in the home
 - a. Teen mom/dad would be required to take the training in addition to the licensed foster parent

- c. Trauma Informed Care
 - i. Minimum of four (4) hours
 - ii. Identified the need to create a current, complete list of Trauma Informed Care trainings already being provided in the community with approved curriculum
- d. Effective Discipline
 - i. Suggested it be available
 - 1. In developmental stages format
 - 2. In a general overview of all developmental stages format
 - ii. Several members of the QPI Implementation Team didn't like the use of the word discipline, however others thought it needed to be in the title of the training
 - 1. "Discipline" was used in the training title because the need exists to train foster parents in terms of appropriate alternative discipline options and outline what options work for what stages/ages
 - 2. Foster parents can discipline, but can't punish
 - 3. The goal is to raise disciplined kids
 - 4. Suggested changing the title to make it more inclusive by adding the words behavior management
- e. Crisis Management
 - i. Is not the same as the Partnering for Safety and Performance – Model Approach to Partnerships in Parenting (PS-MAPP) training session eleven (11)
 - 1. Session eleven (11) deals more with the specifics of what happens after foster parents are licensed
 - ii. There is a Crisis Management Team with the Division of Children and Family Services (DCFS) which is available to the families in crisis
 - iii. Training needs to be created to teach what to do when confronted with a crisis which will create
 - 1. A common language so that there is a baseline
 - 2. A way to measure the severity of the situation when responding to a crisis
 - iv. Making this a requirement before we have training in place is unadvisable
 - 1. One of the agencies has training in existence right now
 - 2. A goal of researching what courses are currently being offered by providers was set
 - v. Suggested creating a tip sheet for Crisis Management topics covering a variety of possible scenarios such as cutting, being in a bedroom with others with the door closed, when a child runs away, etc.

- vi. Suggested creating a panel staffed by experienced foster parents that could be present at the end of a training for a question and answer session
 - vii. Required trainings will all be live training versus on line
- 5. Discussed requiring the training be relevant to the ages of the children the foster parents are currently licensed for or have in their homes
 - a. Especially for parents that haven't parented before
 - b. Licensing workers need to be able to suggest what classes foster parents should take for the ages of kids foster parents are taking and/or licensed for
 - i. Workers need to be aware of what trainings are coming up
 - c. Add wording to the proposal to include workers' involvement in guiding foster parents to appropriate classes for the age groups they are fostering
- 6. Discussed current availability of classes we are proposing requiring
 - a. Some of the classes are available, but might not be at night or weekends
 - b. Some of the classes on the Nevada QPI Just in Time site are going to be acceptable for meeting the requirements
 - c. Nevada Partnership for Training (NPT) offers Continuing Education Units (CEU) credits for much of their classes
 - d. Mentioned that by opening the trainings up to many different people in the community it creates better dialogue within the classes
 - e. More classes will need to be developed as we progress so the same classes aren't being taken by foster parents repeatedly
 - i. Development in part could be done through the Parenting Project as they already have some of the resources in place
 - 1. Parenting Project classes are
 - a. Offered in Spanish
 - b. Not currently included on the QPI Nevada Just in Time website or on the DFS training calendar
 - i. Requested they be added to both as content or as links
 - ii. Community partners who have specialized trainings available can forward information to Denise Parker for inclusion on the Nevada QPI Just in Time site
 - iii. Communications workgroup is currently making sure that all trainings that DFS is including in the requirements be available and accessible for parents
 - iv. United Methodist Service Ministry (UMSM) classes are currently included on the DFS training calendar
 - v. DFS training calendar, foster parents have found it most helpful when sent as a hard copy via mail
 - vi. DFS training calendar needs to be added to the Nevada QPI Just in Time site

- vii. Need to create a list of current trainings already provided within the community
 - 1. Needs to be centralized
 - 2. Added to the Communications Plan
 - 3. Trainings should be categorized by ages, indicating age range the training applies to
 - a. Age applicable information could be added to the QPI Nevada Just in Time training reviews
- 7. Discussed requirements are going to be only for DFS homes, not agencies, as they currently have stricter requirements in place
 - a. Agencies require a course called *Together Facing the Challenges (A Therapeutic Foster Care Resource Toolkit)*
 - b. Agencies require CPR for all licensees whether or not a body of water is present
- 8. Discussed anticipated outcomes of proposed changes to requirements
 - a. Less disruptions and better care for the kids
 - b. Increase foster parents' skill levels
 - c. Help foster parents normalize behaviors they might not be aware of as being normal for different ages and stages
 - d. Improve family cohesion between the foster and biological members of the family within an individual home
 - e. Training is strength based
 - f. Improve the level of competence and confidence in caregivers
 - g. Work toward a national best practice
- 9. Discussed what impacts the time frame for implementation of increase of required training hours
 - a. It is a policy change and will have to go through DFS Management's approval process
 - b. The process includes
 - i. Writing the proposal
 - ii. Obtaining feedback from the Implementation Team and other workgroups
 - iii. Submission to DFS Management for revisions and approval
 - iv. Policy change implemented
- 10. PS-MAPP
 - a. Additional session, session eleven (11), to provide resources/answer questions is being crafted by the Foster Parent Champion Program (FPC)
 - i. Intended format
 - 1. "What happens next" once a foster parent is licensed
 - ii. Facilitators
 - 1. Panel of experienced foster parents
 - 2. Case Managers
- 11. Shannon Rooney supplied a list of additional trainings available which could be paid for thru the Diligent Recruitment (DR) Grant

- a. Trainings would be offered live, taped and uploaded to Nevada QPI Just in Time site
 - b. Decision as to which trainings the workgroup is requesting would have to be completed prior to the end of March so that a scope of work (SOW) can be crafted
 - i. Desired courses to proceed with scheduling include:
 - 1. Unconditional Foster Parenting
 - 2. Child Sexual Abuse – The Trauma and Impacts
 - 3. Understanding and Supporting the Process of Grief and Loss in Children, Youth and Ourselves
 - 4. The Impact of Trauma on Child Development, Behavior and Learning consisting of two (2) trainings
 - ii. Workgroup will request approval to tape everything except Child Sexual Abuse - The Trauma and Impacts
 - iii. Noted the request to have permission to tape and re-use the trainings will need to be added into the scope of work
12. Fire Arms Security Training was discussed by Richard Egan (Nevada Health and Human Services)
- a. Richard had a conversation with Division of Children and Family Services (DCFS) about creating a training around fire arms safety
 - b. Suggested we might want to create a training on this topic for foster parents
 - c. He will be scheduling a meeting with a possible provider in February and a report back to the group as to the outcome will be presented to the workgroup at a later date
 - d. Denise Parker mentioned that there had been issues with this type of training in Florida and it created a liability and law suit for the state
 - i. Cautioned that we should look into if this would create liabilities for DFS
 - ii. Florida got around the issue by using offering the option of taking the training but not mandating it
 - iii. Florida created a disclosure form that protected them from future liability
 - iv. In Florida, police officers and Concealed Carry Weapons (CCW) permit holders are not required to disclose the presence of a firearm in the home
13. Members were challenged to each invite and bring a partner to the next meeting
- a. This will increase sustainability for the QPI going forward

Next Meeting

- 1. Next meeting March 17, 2014, DFS Central Washoe Room