

CORE COMPETENCIES

1. Orientation to the Agency

1.1 Child welfare worker demonstrates a complete and comprehensive understanding of legal and policy definitions of child abuse laws.

New: I understand legal and agency policy definitions of child abuse laws.

1.2 Child welfare worker has knowledge of the basic federal and state legislation; in addition to agency policy that together forms the basis of the work Children's Division conducts with families.

New: I know the basic federal and state legislation that forms the basis of the work Children's Division conducts with families.

1.3 Child welfare worker comprehends the broad range of responsibilities of the child welfare agency and family service child welfare worker. These responsibilities include assessing allegations of maltreatment; providing services to strengthen and support families; arranging temporary out-of-home placements and reunification; and providing permanent homes for children who cannot go home.

New: I am familiar with the broad range of responsibilities of the Children's Division and the child welfare worker.

1.4 Child welfare worker understands the Children's Division mission, goals, and organizational structure; follows the values ethical standards and principles; and identifies the strengths and commitment to human diversity and development of cultural competence.

New: I understand the Children's Division mission, goals, organizational structure and the development of cultural competency.

1.5 Child welfare worker knows the relationship between the agency's purpose and the agency's structure, goals and objective, policies, procedures, work activities and task assignments.

New: I know the relationship between the agency's purpose and its structure, goals, policies, procedures, work activities and task assignments.

2. Child Protective Services

2.1 Child welfare worker incorporates Family Systems Theory approaches in all child protection interventions and applies this knowledge in the field identifying strengths that preserve the family and protect the child.

New: I can apply family systems theory in all child protective interventions.

2.2 Child welfare worker understands the proper roles and functions of the juvenile court system.

New: I understand the roles and functions of the juvenile court system.

2.3 Child welfare worker knows the role and responsibility of the Child Protection Services worker and other professionals in the courtroom.

New: I know the role of the Child Protection Services worker and other professionals in the courtroom.

2.4 Child welfare worker demonstrates appropriate court behaviors, respect for confidentiality, and effective testifying skills.

New: I can demonstrate effective court testimony skills.

2.5 Child welfare worker demonstrates mastery of the key legal issues affecting child welfare practice: confidentiality, staff liability, reasonable efforts, and statutory/regulatory requirements.

New: I am familiar with the legal issues affecting child welfare practice, including confidentiality and staff liability.

2.6 Child welfare worker understands the dynamics of resistance and utilizes strategies to defuse family member's hostility, fear, aggression, disruptive behavior and anger.

New: I understand the dynamics of resistance and can utilize strategies to defuse a family member's hostility, disruptive behavior or fears.

2.7 Child welfare worker understands the functions, processes, roles, and responsibilities required in responding to hotlines.

New: I understand the functions, process, roles, and responsibilities required in responding to hotlines.

2.8 Child welfare worker gathers appropriate information from the family, collateral contacts, case records, and other sources to thoroughly assess health, safety, abuse or neglect, and family strengths, and risks to children.

New: I gather appropriate information from the family and other sources to assess the risk, safety, or health of the child, and the strengths of the family.

2.9 Child welfare worker gathers appropriate information from the family, collateral contacts, case records, and other sources to support or refute an allegation of child abuse and neglect.

New: I gather appropriate information from the family and other sources to support or refute an allegation of Child Protection Services and utilize this information to provide relevant protective services.

2.10 Child welfare worker determines how to access supportive services to prevent removal of the child from the home and/or when emergency out of home placement of a child is necessary.

New: I know how to access supportive services to prevent removal of the child or and when emergency out of home placement is necessary.

2.11 Child welfare worker demonstrates knowledge of the types of Children's Division Investigations, Assessments, and Referrals.

New: I understand the types of Children's Division investigations, assessments and referrals.

3. Planning and Family-Centered Casework

3.1 Child welfare worker identifies multiple factors of social and family dynamics in relation to child abuse and neglect and incorporates strategies to engage family members in collaborative casework relationships that empower families. Child welfare worker promotes joint case assessment, planning, and service provision while providing a model for appropriate adult-child interactions.

New: I can identify family dynamics in cases of abuse and neglect, and develop collaborative relationships to help families engage in collaborative casework.

3.2 Child welfare worker knows how to effectively participate in the Family Support Team Meetings.

New: I know how to effectively participate in the Family Support Team Meetings

3.3 Child welfare worker identifies reasons for conducting the Family Support Team (FST) meetings with families. During FST meetings child welfare worker demonstrates the ability to assertively identify family strengths; utilize case plans; facilitate the FST process, utilize agenda and ground rules; identify FST team members and their roles; identify necessary time frames, possible locations, any special arrangements; and explain any considerations for seating arrangements of FST team members.

New: I effectively facilitate the Family Support Team meetings.

3.4 Child welfare worker demonstrates strategies to conduct effective casework interviews, including communicating the purpose and controlling the process and direction. Child welfare worker encourages family members to participate by using the following interview methods: open and closed-ended questions, clarification, support, summarization, and confrontation. Child welfare worker helps families communicate feelings as well as facts.

New: I can conduct effective casework interviews, with appropriate communication, control, encouragement, methodology, support, confrontation and communication participant's differentiation of feelings and facts.

3.5 Child welfare worker conducts effective needs assessments that accurately identify physical, emotional, and behavioral indicators of child abuse, child neglect and child sexual abuse in relation to child victims and their families.

New: I can conduct effective and accurate needs assessments, including indicators of abuse, neglect, and sexual abuse, family unit functioning and available resources.

3.6 Child welfare worker evaluates the functioning of the family as a unit including cognitive, behavioral, social, and emotional strengths and limitations of each family member, and resources available to the family.

New: I can evaluate the family unit's functioning and available resources.

**3.7 Child welfare worker involves families in the development of appropriate, time-limited case goals and objectives; formulates observable, behavioral measures of these goals and objectives; and identifies the most appropriate services and activities to achieve case plan objectives.

New: I can involve families in the development of case goals and objectives; develop appropriate measures; and identify the best services and activities to achieve the goals and objectives.

3.8 Child welfare worker identifies and utilizes naturally occurring support systems within the extended family, neighborhood and community.

New: I can identify and utilize naturally occurring support systems within the extended family, neighborhood and community.

**3.9 Child welfare worker identifies information to be considered when developing parent/child visitation plans; prepares a visitation plan between the biological parent and child; and demonstrates the skills necessary to supervise visits between a child and biological parent.

New: I can develop and supervise appropriate visitation plans between a child and the biological parents.

**3.10 Child welfare worker conducts routine and timely case reviews with families; and knows how to reassess the outcomes of all case plans and service interventions making the appropriate plan modifications including the termination process.

New: I conduct routine and timely case reviews, reassess outcomes and service interventions, and make appropriate and timely plan modifications.

Safety and Risk Plans

3.11 Child welfare worker compiles all available information when making appropriate decisions regarding risk to the child.

New: I use all available information to make appropriate decisions regarding risk to the child.

3.12 Child welfare worker can use all available relevant information to formulate a written service agreement with the family to address the identified risk factors

New: I use all available relevant information to formulate a written service agreement with the family to address the identified risk factors

3.13 Child welfare worker compiles all available relevant information when making appropriate decisions regarding child safety.

New: I use all available relevant information to make appropriate decisions regarding child safety.

3.14 Child welfare worker can use all available relevant information to formulate a written safety plan with the family to address the safety issues.

New: I use all available relevant information to formulate a written safety plan with the family that addresses the safety issues identified

4. Effects of Abuse and Neglect On Child Development

4.1 Child welfare worker knows how to assess children's age-appropriate cognitive, language, emotional, social, and sexual development levels and when necessary can collaborate with other professionals to coordinate interventions through multi-team members and interventions. Child welfare worker can also educate and advise families, caregivers, and non-offending parents on age-appropriate expectations for children, including those from populations-at-risk and both in dominant and non-dominant cultures.

New: I know how to assess age-appropriate cognitive, emotional, social, and sexual development levels in children and collaborate with other professionals for interventions and/or educate and advise families.

4.2 Child welfare worker adjusts questions, choice of words, body positions, facial expressions, appropriate touch, sequencing, and pace during interviews.

New: I adjust my wording, body language, and sequencing during interviews.

4.3 Child welfare worker knows the potential negative effects of child abuse, child neglect, and child sexual abuse on development.

New: I know the potential effects of abuse and neglect on a child's development.

4.4 Child welfare worker recognizes symptoms of underlying developmental delays or emotional disturbance as evidenced in abused and neglected children's behavioral problems.

New: I can identify behavioral and developmental delays or emotional disturbances in children who have been abused and neglected.

4.5 Child welfare worker educates and advises families, caregivers, and non-offending parents on age-appropriate expectations for children, including those from populations-at-risk.

New: I educate and advise families and caregivers on age-appropriate expectations for children.

4.6 Child welfare worker assists in setting expectations for children who demonstrate problems with development, attachment and relationships as a result of separation, loss, abuse, or neglect.

New: I help set expectations for children who demonstrate problems with development and relationships as a result of loss, abuse, or neglect.

4.7 Child welfare worker demonstrates understanding of and sensitivity to the effects of poverty, racism, sexism, homophobia, violence and other forms of oppression on child and family development and interactions.

New: I understand the effects of poverty, racism, sexism, and other forms of oppression on child and family development.

4.8 Child welfare worker demonstrates understanding of how the strengths perspective and empowerment approaches can influence growth, development, and behavior change.

New: I understand how the strengths perspective and empowerment approaches can influence growth and behavior change.

5. Cultural Competence

5.1 Child welfare worker is aware of the fundamental concepts of culture; demonstrates awareness of his/her own cultural background, including values, beliefs, religion, and traditions and the effect of one's own culture on one's perceptions, behavior and values; differentiates perceptions from those of the client; and recognizes ways in which an ethnocentric perspective can interfere with one's ability to serve clients from different cultural groups.

New: I understand the fundamental concepts of culture and recognize that an ethnocentric perspective can interfere with serving clients from different cultures.

5.2 Child welfare worker understands the potential impact of cultural and ethnic differences in the development of the client-worker relationship and strives to establish culturally diverse relationships.

New: I understand the potential impact of cultural and ethnic differences in establishing client-worker relationships and utilize strategies to develop relationships with those of other backgrounds.

5.3 Child welfare worker demonstrates sensitivity to differences in culture, ethnicity, sexual orientation, disability, language, religious beliefs and other forms of human diversity and can conduct an ethnically and culturally appropriate family assessment.

New: I demonstrate sensitivity to differences in culture, ethnicity, sexual orientation, disability, language, religious beliefs and other forms of human diversity and conduct assessments appropriately.

5.4 Child welfare worker critically evaluates the relevance of intervention models for use with diverse ethnic and cultural populations.

New: I critically evaluate the relevance of intervention models for their application with diverse ethnic and cultural populations.

5.5 Child welfare worker establishes positive working relationships with families' from different cultural backgrounds and develops plans to help culturally distinct families improve care of their children within their own cultural context.

New: I establish positive working relationships with clients from different cultural backgrounds and develop plans to help families improve the care of their children within their own cultural context.

5.6 Child welfare worker demonstrates working knowledge of the requirements of the Indian Child Welfare Act; demonstrates an understanding of the cultural factors affecting American Indian child welfare practice; and collaborates with tribal representatives in applying the ICWA.

New: I have a working knowledge of the requirements of the Indian Child Welfare Act, understand the cultural factors affecting American Indian Child Welfare practice and collaborate with tribal representatives in applying the ICWA.

5.7 Child welfare worker can assess when interpreters are needed and can utilize interpreters effectively when language, hearing or vision barriers exist.

New: I can assess when language or disability interpreters are needed and can use interpreters effectively.

6. Separation, Placement and Reunification

****6.1** Child welfare worker conducts thorough, joint home study assessments with foster and adoptive family applicants. This includes engaging the family in the home study process; gathering pertinent family assessment information; drawing accurate conclusions; involving the family in self-assessment; educating the family regarding adoption and foster care; and documenting information in a written report.

New: I conduct thorough, joint home study assessments with foster and adoptive family applicants and document information in a written report.

****6.2** Child welfare worker empowers parents by involving them in all phases of placement planning and implementation; provides services that help the family to meet case goals and objectives; and facilitates timely reunification.

New: I demonstrate strategies to empower parents and involve them in all phases of placement planning and implementation to facilitate timely reunification when possible.

6.3 Child welfare worker understands and can identify the traumatic outcomes of the separation and placement experience for children who have been placed in setting outside of their home with different history, culture, values, expectations and behavior.

New: I understand and can identify the traumatic outcomes of the separation and placement experience of children outside of their home with different history, culture, values, expectations and behavior.

6.4 Child welfare worker demonstrates an awareness of the importance of normal, reciprocal attachments of children with their significant caregivers and the impact of separation on that attachment.

New: I understand the importance of normal, reciprocal attachments of children with their significant caregivers.

6.5 Child welfare worker understands serious negative effects on children with inconsistent living arrangements; understands the necessity of permanency planning and reasonable efforts to prevent placement; and promotes timely reunification.

New: I understand the negative impact of inconsistent living arrangements on children and the necessity of reasonable efforts to prevent placements disruption and promote timely reunification.

**6.6 Child welfare worker properly structures placements to help minimize crisis and its consequences; involves agency team members; and designs placement activities including pre-placement preparation as well as visits.

New: I structure placements and visits to help minimize crisis and its consequences and provide emotional support to the child and family.

**6.7 Child welfare worker works collaboratively with caregivers and family members to assess a child's need for special services such as: developmental, medical, educational, social, psychological, and other services. Child welfare work also endeavors to identify and obtain required services.

New: I am able to work collaboratively with caregivers and family to assess a child's need for special services and obtain those required services.

**6.8 Child welfare worker implements strategies to identify and maintain the most appropriate placement and avoid unnecessary disruption through demonstrating skill in selecting among the alternatives (e.g., kinship care, foster homes, specialized foster homes, group homes, residential treatment centers); and follows admission and department approval procedures.

New: I implement strategies for identifying and selecting the appropriate alternatives for placement that avoid unnecessary disruption and follow appropriate admission and department procedures.

6.9 Child welfare worker assesses the needs of children requiring foster or adoptive placement and selects the most appropriate, least restrictive, most homelike, and culturally-relevant placement setting to meet the child's developmental and treatment needs.

New: I assess the needs of children requiring foster or adoptive placement and select the most appropriate culturally relevant setting.

6.10 Child welfare worker continues to monitor for indicators of risk and when necessary follows procedures for appropriate intervention.

New: I follow procedures for continuous monitoring to identify indicators of risk and appropriate intervention.

6.11 Child welfare worker explains the meaning of the Adoption and Safe Families Act to families and discusses permanency issues and alternative permanent placement options without communicating a lack of commitment to reunification.

New: I am able to explain the meaning of the Adoption and Safe Families Act to families.

****6.12** Child welfare worker implements a working knowledge of the foster and adoptive licensing process, competencies, and the licensing rules and regulations.

New: I implement my knowledge of the foster and adoptive process and the licensing rules and regulations.

****6.13** Child welfare worker demonstrates the appropriate use of termination of parental rights and adoption planning when the return of a child to his/her family or to relatives is not possible.

New: I demonstrate the appropriate use of termination of parental rights and adoption planning when the return of a child to his/her family is not possible.

7. *Community Resources*

7.1 Child welfare worker identifies the types of formal and informal neighborhood resources and develops strategies that assist families' access to these supportive resources.

New: I can identify the types of formal and informal neighborhood resources that can be accessed to support and help families.

7.2 Child welfare worker engages professionals and agencies to collaborate and develop naturally occurring resources.

New: I engage professionals and agencies to collaborate with naturally occurring resources.

7.3 Child welfare worker advocates for integrated services for families who are served by multiple community providers.

New: I advocate for integrated services for families who are served by multiple community providers.

7.4 Child welfare worker demonstrates awareness of the intra- and inter-agency barriers in the environment, culture, and community that prevent access by families to needed services and resources.

New: I have a working knowledge of the various barriers that prevent access by families to needed agency services and resources.

7.5 Child welfare worker demonstrates knowledge of proper roles and responsibilities of other disciplines and community agencies, and collaborates with the multi-disciplinary teams to develop case plans and provide services for their clients, which utilize the families' strengths.

New: I know the proper roles and responsibilities of other disciplines and community agencies and collaborate with multi-disciplinary teams to develop case plans and provide services.

7.6 Child welfare worker recognizes problems resulting from stress, disturbed relationships, and low self-esteem in offenders, spouses, and other family members; and can make appropriate referrals for further assessment and therapy.

New: I can recognize problems resulting from stress, disturbed relationships, and low self-esteem in my families and can make appropriate referrals for further assessment and therapy.

7.7 Child welfare worker facilitates the development of an inter-agency, interdisciplinary, team approach in providing services for families served by the child welfare agency.

New: I work to develop an inter-agency, interdisciplinary, team approach to provide services for families served by the child welfare agency.

7.8 Child welfare worker knows the proper uses of psychological evaluations in child welfare practice. This includes an understanding of the purpose of cognitive, emotional, social, and developmental assessments; understanding of standardized diagnostic classifications; and understanding of cultural perspective in evaluations.

New: I understand and know the proper uses of psychological evaluations in child welfare practice.

7.9 Child welfare worker demonstrates the ability to formulate specific referral questions; the ability to evaluate the quality of the assessment; and knowledge of how psychological information should be used in the development of the case plan.

New: I can formulate referral questions and use the information gathered from assessments and psychological evaluations to assist in development of the case plan.

8. Child welfare worker issues & development

8.1 Time, workload and stress management

8.1.1 Child welfare worker is aware of potential stress factors in self, in the organizational environment, and in workplace activities associated with child placement casework and is able to develop self-care and other strategies to prevent emotional distress and burnout.

New: I know the personal psychological stresses associated with child placement casework and can identify self-care and other strategies to prevent emotional distress and burnout.

8.1.2 Child welfare worker can plan, organize, and manage the workload, set priorities, and perform activities in a manner that makes the best use of existing resources and time.

New: I plan, set priorities, organize, perform activities and manage my workload in a manner that makes the best use of existing resources and time.

8.1.3 Child welfare worker regularly re-assesses and re-prioritizes their own and/or other provider's work in order to focus attention on the most important tasks.

New: I regularly reassess and reprioritize my own and other providers' work in order to focus attention on the most important tasks.

8.2 Assertiveness and persuasiveness

8.2.1 Child welfare worker knows when to be assertive and has appropriate skills for deeming when to remain steadfast on an issue.

New: I know when to be assertive, and when to remain steadfast in professional situations.

8.2.2 Child welfare worker understands and can appropriately utilize positional influence and command in professional relationships

New: I understand and appropriately utilize influence and command in professional relationships.

8.3 Language, communication and interpersonal skills

8.3.1 Child welfare worker establishes and nurtures client trust by being reliable prompt, empathetic, dependable and candid in interactions, ensuring that behaviors match words.

New: I establish and nurture client trust by being reliable, prompt, empathetic, dependable and candid in interactions.

8.3.2 Child welfare worker treats everyone with respect; recognizes the importance of client input and involvement in the casework process; genuinely respects client's wishes, preferences, and privacy; and advocates for them when appropriate.

New: I treat everyone with respect, recognize the importance of client input and involvement in the casework process, and show genuine respect for the wishes, preferences, and privacy of clients and their advocates.

8.3.3 Child welfare worker is able to seek client, organization and community feedback for evaluation of practice, process, and outcomes to further develop professional knowledge and skills.

New: I seek client, organization and community feedback for evaluation of practice, process and outcomes.

8.4 Child welfare worker safety

8.4.1 Child welfare worker recognizes indicators of potential danger (especially substance abuse and drug manufacturing) and maneuvers to reduce risk of personal harm or injury when making home visits or interviewing hostile or violent clients.

New: I recognize indicators of potential danger (especially regarding substance abuse and the manufacture of drugs) and strategize to reduce personal risk when making home visits or interviewing hostile or violent clients.

8.4.2 Without compromising safety, the child welfare worker functions effectively in situations involving personal risk or encounters with behavior or situations that may be personally offensive. Child welfare worker follows reasonable and sound ground rules for safe interactions.

New: Without compromising safety, I am effective in situations involving personal risk or when confronted with situations that may be personally offensive; I follow reasonable and sound rules for interactions.

8.4.3 Child welfare worker uses crisis management skills when responding to crises that have the potential to place worker in personal danger.

New: I utilize crisis management skills to avoid placing myself in personal danger.

8.5 Effective teamwork

8.5.1 Child welfare worker understands roles and responsibilities of participants in the child welfare system and values their contribution to the process.

New: I understand the roles and responsibilities of participants in the child welfare system.

8.5.2 Child welfare worker facilitates meetings and groups, providing leadership and support as needed to accomplish tasks and maintain group cohesiveness.

New: I facilitate meetings and groups, provide leadership or support as needed to accomplish tasks and maintain group cohesiveness.

8.5.3 Child Welfare worker is able to establish and maintain collaborative, respectful relationships with co-workers, supervisors and community partners.

New: I establish and maintain collaborative, respectful relationships with co-workers, supervisors and community partners.

8.6 Self-assessment and accountability.

8.6.1 Child welfare worker demonstrates the ability to assess his or her own emotional responses to clients, co-workers, and situations; in which, the worker's values, cultural/personal style, familial background are challenged.

New: I am able to assess my own emotional responses at work in which my values, cultural/personal style, and/or familial background are challenged.

8.6.2 Child welfare worker understands how others perceived him/her.

New: I understand how others perceive me.

8.6.3 Child welfare worker acknowledges that people change over time, recognizes changes in self and others, and integrates this awareness into their practice.

New: I understand that people change over time, recognize changes in others and myself, and integrate this into my practice.

8.7 Decision making

8.7.1 Child welfare worker exhibits confidence in decision-making; meanwhile, incorporating opinions of other's and the art of compromise.

New: I have confidence in making decisions including considering the opinion of others' and making compromises in some situations.

8.7.2 Child welfare worker is able to think on one's feet and to be decisive in ambiguous or chaotic situations.

New: I am able to think on my feet and be decisive in ambiguous or chaotic situations.

8.8 Writing skills

8.8.1 Child welfare worker identifies applicable data for inclusion in case records and reports; organizes information in a clear, ethical, concise and accurate manner; and records summarized case assessment, case plan, and other supporting data into the family case record and reports and can prepare these reports for presentation to the juvenile court.

New: I identify pertinent data for case records and reports; organize information in a clear, concise manner; record important data into the family case record and reports; and prepare reports for court.

8.8.2 Child welfare worker maintains the case record.

New: I maintain case records well.

8.8.3 Child welfare worker knows the elements of confidentiality and child welfare worker liability as it relates to documentation.

New: I know the elements of confidentiality and child welfare worker liability as it relates to documentation.

8.8.4 Child welfare worker writes materials, documents and communications that are clear, ethical, and accurate in content and in writing style delineating between fact and opinion.

New: I write reports and communications that are factual.

9. Working with Adolescents

9.1 Child welfare worker has a comprehensive knowledge of the physical, cognitive, social, sexual, gender and emotional development of adolescents, and appreciates the affect of developmental variables on adolescent behavior.

New: I am knowledgeable about the development of adolescents and know how developmental variables affect the adolescent's behavior.

9.2 Child welfare worker can correctly assess the behavior of an adolescent including indicators of depression, suicide and other emotional disturbances within the context of his/her development,

family, culture, and situation; and can recognize family strengths, dysfunction and crisis that contribute to the adolescent's behavior.

New: I can assess the behavior of adolescents and recognize family strengths and dysfunction that contribute to adolescent behavior.

****9.3** Child welfare worker involves adolescents in the planning and delivery of case plans that address the emotional, social, educational, and environmental factors contributing to the adolescent's behavior.

New: I can develop involve adolescents in case plans and address the factors contributing to adolescent behavior.

****9.4** Child welfare worker can assess an adolescent's need for specialized residential placement, treatment or other special services; and knows how to locate and refer children to these resources.

New: I can assess an adolescent's need for special services and know how to locate and refer children to these resources.

9.5 Child welfare worker knows specialized interviewing and casework strategies that are effective with adolescent clients.

New: I know specialized interviewing and casework strategies that are effective with adolescent clients.

****9.6** Child welfare worker is able to assess the adolescent's level of ability in critical skills needed for independent living, including problems that may interfere with emancipation; and can plan and provide services to prepare adolescents for independent living.

New: I am able to assess the adolescent's level of ability in independent-living skills and can plan and provide referrals accordingly.

10. Services on parenting

10.1 Child welfare worker is familiar with models of effective and developmentally appropriate parenting, including models for parents with limited parenting ability.

New: I am familiar with models of effective, appropriate parenting and models for parents with limited parenting ability.

10.2 Child welfare worker can teach parenting strategies to parents by explaining and demonstrating parenting techniques; can support parents in trying new strategies; and can refer parents to formal training classes or groups when needed.

New: I am able to teach parenting strategies, support parents in trying new strategies, and refer parents to other training classes when needed.

10.3 Child welfare worker is able to assess the special needs of clients who may be pregnant (single or without support), and can develop an appropriate case plan that links the single parent to supportive community resources.

New: I am able to assess the special needs of pregnant clients and can develop a case plan that links the client to supportive resources.

11. Working with mental health and mentally ill clients

11.1 Child welfare worker recognizes the primary symptoms and indicators of mental illness and emotional disorders: schizophrenia, paranoia, depression, anxiety, personality disorders, potential suicide, and other psychoses.

New: I recognize the primary indicators of mental illness and emotional disorders.

11.2 Child welfare worker understands the effects of parents' mental illness or emotional problems on children's development and behavior; and can accurately assess the risk to a child remaining in the primary care of the emotionally disturbed/mentally ill parent.

New: I understand the effects of mental illness in parents and can assess the development risk to the child remaining in the care of the mentally ill parent.

11.3 Child welfare worker has realistic expectations for the treatment of mental illness and emotional disorders; recognizes signs that hospitalization may be needed; is aware of community treatment resources; and uses these resources in developing a service plan.

New: I am aware of community treatment resources for mentally ill clients and can use those resources in developing an appropriate service plan.

11.4 Child welfare worker knows the appropriate uses of medications in the treatment of mental illness and their potential side effects.

New: I am familiar with medications used in the treatment of mental illness and their potential side effects.

11.5 Child welfare worker knows appropriate referral methods for further assessment and treatment, related to the mental health diagnosis; and knows referral sources to further investigate other possible mental health problems.

New: I know appropriate referral methods for assessment and treatment of mental illness.

12. Effects of substance abuse on children and families

12.1 Child welfare worker can recognize indicators of substance abuse in adults and children; understands typical dynamics of alcoholic families; knows how an alcoholic parent can affect a child's development and behavior; comprehends relationship between alcohol abuse and family violence; and can refer to appropriate treatment resources.

New: I recognize indicators of substance abuse, understand dynamics of alcoholic families and the relationship between substance abuse and family violence and, can refer to appropriate treatment resources.

12.2 Child welfare worker understands the special needs of infants born with fetal alcohol syndrome, methamphetamine exposure or other drug addiction; can refer children for developmental assessment; can develop case plans; and provide services to meet the child's developmental needs

New: I understand the special needs of infants with fetal alcohol syndrome, and other drug addictions and can provide referral services to meet the child's developmental needs.

12.3 Child welfare worker understands the following dynamics of alcohol and drug abuse/dependency and recovery: screening procedures, treatment programs, and relapse issues; and can refer to appropriate treatment resources.

New: I understand the dynamics of alcohol and other drug use/dependency. When appropriate I include interventions in the case plans goals.

13. Health and medical issues

13.1 Child welfare worker demonstrates ability to educate self and others (e.g. parents, foster parents, colleagues and others) on health issues.

New: I educate others and myself on health issues.

13.2 Child welfare worker can locate health-related resources and works collaboratively with health professionals to effectively meet clients' medical needs.

New: I can locate health-related resources to effectively meet clients' medical needs.

13.3 Child welfare worker understands the special needs, parental and child rights, and special decisions required to effectively serve medically fragile children

New: I understand the needs & special decisions required to serve medically fragile children.

13.4 Child welfare worker knows health and medical conditions that can affect the well being of children and families; as well as, factors that can contribute to or result from abuse or neglect. These include: genetic conditions, failure to thrive, pre-maturity, fetal alcohol syndrome, SIDS (Sudden Infant Death Syndrome), HIV/AIDS, dental conditions, and other conditions of children or members of their families.

New: I am familiar with the medical conditions resulting from abuse and neglect that can affect the well being of children and families.

14. Specialized group membership (e.g., gangs, cults, sects, hate groups)

14.1 Child welfare worker has a general knowledge of youth gangs, including their language, structure, and activities.

New: I have a general knowledge of established gangs.

14.2 Child welfare worker can assess for child or family participation in special groups (e.g. gangs, cults, sects, hate groups), while considering cultural issues affecting the family.

New: I can assess for child or family participation in special groups, such as gangs or cults.

14.3 Child welfare worker demonstrates skills in working with children and families in which there is specialized group involvement such as gangs or cults effectively engaging families in problem solving while maintaining personal safety. Child welfare worker knows when to refer families for services, or to report to law enforcement.

New: I possess the skills to work with children and families where there is specialized group involvement such as gangs or cults.

14.4 Child welfare worker understands the treatment and placement needs of youth gang members and resources available for treatment.

New: I understand the treatment and placement needs of youth gang members.

15. Sexual abuse—effects on kids and working with kids, working with non-offending parent and issues of boundary testing

15.1 Child welfare worker can identify the physical, behavioral, and emotional indicators of both intrafamilial and extra familial sexual abuse and recognize the patterns of family dynamics in sexual abuse in families and can assess the risk to a child remaining in his/her family.

New: I can identify the indicators of sexual abuse and can assess the risk to a child of remaining in his/her family.

15.2 Child welfare worker can recognize age-appropriate sexual knowledge and awareness in children; and can identify abnormal and/or precocious sexual behavior or preoccupation.

New: I can recognize age-appropriate sexual knowledge and behavior in children and can identify abnormal and/or precocious sexual behavior or preoccupation

15.3 Child welfare worker is aware of the frequent important developmental and psychological consequences of sexual abuse on children (i.e., depression, anger, mistrust, and pseudo maturity); can assess their impact on the child; and can refer the child for supportive or therapeutic services.

New: I am aware of the consequences of sexual abuse for children, can assess the impact on the child, and can refer the child for services.

15.4 Child welfare worker understands the role and responsibility of other disciplines in the investigation, prosecution, and treatment of sexual abuse; and can work jointly with these practitioners to manage and serve cases of sexual abuse.

New: I understand the role and responsibility of other disciplines in the investigation, prosecution, and treatment of sexual abuse and can work jointly with these practitioners to manage and serve cases of sexual abuse.

**15.5 Child welfare worker can appropriately use exploratory abilities and interpersonal skills in conducting a sexual abuse investigation; knows proper investigation practices and procedures; and can jointly plan and conduct an investigation with local law enforcement agencies.

New: I can appropriately use exploratory abilities and interpersonal skills in conducting a sexual abuse investigation; knows proper investigation procedures and how to jointly plan and conduct an investigation with local law enforcement agencies.

**15.6 Child welfare worker knows how to determine whether, and when, family reunification is possible in situations of interfamilial sexual abuse.

New: I know how to determine whether family reunification is possible in situations of intrafamilial sexual abuse.

15.7 Child welfare worker can assess risk of reoccurrence of sexual abuse; can determine when the case can be safely closed; and knows how to assist the family to develop an emergency safety plan to prevent reoccurrence of sexual abuse.

New: I can assess the risk of reoccurrence of sexual abuse and know how to assist the family in developing an emergency safety plan to prevent reoccurrence.

15.8 Child Welfare Worker can identify when services are needed for the perpetrator, the non-offending parent and the non-victim children and can make appropriate referrals.

New: I can identify the need for services and make appropriate referrals for the perpetrator, the non-offending parent and the non-victim children.

16. Domestic violence

16.1 Child welfare worker regularly assesses for the presence of emotional and physical violence (e.g. between adults, between siblings, between children and adults).

New: I regularly assess for the presence of all types of family violence.

16.2 Child welfare worker assesses his/her values and opinions about families in which domestic violence occurs; and successfully sets aside his/her own values to effectively serve the family.

New: I set aside my own values to effectively serve families in which domestic violence occurs.

16.3 Child welfare worker demonstrates skills of identifying and providing services to families in which domestic violence occurs.

New: I provide appropriate services to families in which domestic violence occurs.

16.4 Child welfare worker recognizes the dynamics of family violence; and can develop appropriate culturally sensitive case plans for families and family members to address these problems.

New: I recognize the dynamics of family violence and develop culturally sensitive case plans for families to address these problems

17. Supervision

17.1 Child welfare worker understands the need for supervisor input and knows when and how to access it.

New: I understand the need for supervisor input and knows when and how to access it.

17.2 Child welfare worker is able to articulate comprehensive and relative case information for consultation and decision-making, which leads to implementation of a plan.

New: I am able to articulate comprehensive and relative case information for consultation and decision-making, which leads to implementation of a plan.

17.3 Child welfare worker is able to articulate comprehensive, relevant, non-case related matters such as community resources, co-worker, and multidisciplinary teams for overall functioning of the agency.

New: I am able to articulate relevant non-case related matters such as community resources, co-worker, and multidisciplinary teams for overall functioning of the agency.

17.4 Child welfare worker knows which situations require immediate supervisory involvement and which situations can be handled during the regular routine conferences or case reviews.

New: I know which client situations require immediate supervisory involvement and which situations can be presented during routine conferences of case reviews.