

# COMPETENCIES FOR SUBSTANCE ABUSE MODULE

## PRIMARY FOCUS

### **12. Effects of substance abuse on children and families**

*Not enough in the competencies on the effects of substance abuse on children. We need to address this and develop the competencies further as your research educates us all.*

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. **Needs to be broader than alcohol and encompass substance abuse in general.**

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

## PERIPHERAL FOCUS

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.

### ***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.

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.

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.

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.

### ***3. Planning and Family-Centered Casework***

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.

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.

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.

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.

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.

3.8 Child welfare worker identifies and utilizes 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.

#### ***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.

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

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.

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.

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.

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

## ***6. Separation, Placement and Reunification***

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.

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.

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.

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.

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.

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.

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

## **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.

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.

## **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.

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

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.  
nted during routine conferences of case reviews.