



A publication of the Pennsylvania Council
of Children, Youth & Family Services

Training Catalog

Education & Professional Development Institute

of the Pennsylvania Council of
Children, Youth & Family Services

7 new courses
plus more half-day
sessions that fit
busy schedules

July-September 2004

Quarterly Staff Training Opportunities for the
Philadelphia Department of Human Services

DIVISION OF COMMUNITY-BASED PREVENTION SERVICES

PCCYFS Southeast Region
1217 Sansom St., 3rd Floor
Philadelphia, PA 19107
Phone: 215-931-4482
Fax: 215-931-4484
southeast@pccyfs.org

*PCCYFS is an approved provider of continuing education units for
licensed social workers, licensed clinical social workers & certified educators*

WELCOME

The design and features of this catalog continue to be revised and streamlined, as do our policies and procedures, representing enhancements made to our training program. This restructuring provides the foundation to help us more effectively and comprehensively meet the changing needs for training and professional development of the Southeast Regional member agencies of the Pennsylvania Council of Children, Youth and Family Services (PCCYFS) and the Philadelphia Department of Human Services (DHS).

We are proud of our established program, yet recognize that flexibility and responsiveness are characteristics that will enable our training to most effectively reflect the evolving needs of child- and family-serving staff. We encourage your feedback through the following: evaluations provided at the conclusion of every training; surveys that are sent out periodically to training liaisons, supervisors and directors; and direct contact with the PCCYFS Southeast Region Training Director. We look forward to receiving both your suggestions and compliments!

OUR MISSION

The mission of the PCCYFS Southeast Region Education & Professional Development Institute is to improve the quality of care for at-risk children, youth and their families in the five-county southeastern Pennsylvania area through education and professional development, which increases the knowledge, skills and competencies of child welfare professionals.

**ORGANIZATION
& FUNDING**

The PCCYFS Southeast Region Education & Professional Development Institute provides training services to staff of the PCCYFS Southeast Region member agencies, the Philadelphia Department of Human Services and other agencies who provide services to children and families. The Institute is committed to highlighting the talents and abilities of the employees of the PCCYFS regional membership, the Philadelphia Department of Human Services and professionals in related specialities as part of our collective mission by contracting those individuals with demonstrated experience to conduct a number of the training courses. Many of the offered courses meet training requirements set forth by: state regulations (e.g., DPW); public-contracting agencies (e.g., DHS, CBH); and professional accrediting entities (e.g., State Board of Social Work Examiners, JACHO, COA). Continuing education requirements for MSW licensure and teaching recertification are approved or pending for many courses.

Funding for the PCCYFS Southeast Region Education & Professional Development Institute is provided by:

- Philadelphia Department of Human Services
- Fees paid by participating agencies

Table of Contents

GENERAL SITE & TRAINING INFORMATION	4
Location & Time	4
Discounted Parking	4
Course Listings	4
Contact	4
Food & Beverages	4

POLICIES AND PROCEDURES	5
Registration	5
Confirmations	5
Cancellations & Substitutions	6
Inclement Weather	6
Attendance Certificates	6
Continuing Education	6
Cell Phones, Beepers & Communicating with Agency Staff	7

TRAINING CONTENT AREAS	8
Overview	8
Training Content Areas Footnote Cross-Reference Key	8
1) Abuse & Violence Issues	8
2) Cultural Competence Issues	9
3) Diagnosis	9
4) Drug & Alcohol Issues	9
5) Human Development & Child / Adolescent Sexual Development	9
6) Legal	10
7) Mandated	10
8) Professional, Supervisory & Management Skills	10
9) Best Practice	11
10) Social Service Systems	12
11) Youth Development & Transitioning Youth	12
12) Family Systems	13
13) Advanced Clinical Skills	13
14) Performance-Based Contracting (PBC)	13

COURSE CALENDAR	14
Overview	14
July	14
August	15
September	15

COURSE DETAILS	16
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TRAINER BIOGRAPHIES	30
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General Site & Training Information

LOCATION & TIME

Unless otherwise noted, all PCCYFS Education & Professional Development Institute training sessions will be held at 1217 Sansom Street, 3rd Floor, Philadelphia, PA 19107. ALL CLASSES WILL BEGIN PROMPTLY AT 9:15 AM or 1:15 PM as scheduled. INDIVIDUALS ARRIVING AFTER 9:15 AM OR 1:15 PM WILL NOT BE PERMITTED TO ENTER THE CLASS. No exceptions can or will be made. Class participants are also expected to RETURN ON TIME FROM BREAKS AND LUNCH. If attendees are delayed in their return, readmittance will be at the discretion of the PCCYFS staff, in consultation with the trainer(s).



In response to staff with nontraditional work hours, we are excited to pilot a new schedule for a few topics. While still considered full-day workshops, some courses will be held in two half-day segments, with the first three hours scheduled for the first day and the second three hours on the following day. **Staff must attend both days in order to receive a Certificate of Attendance, and full payment applies regardless of attendance.** There are other half-day courses in the schedule that are only one-half day in curriculum duration. Be sure to read all information carefully!

DISCOUNTED PARKING

Discounted parking is available as follows:

- CENTRAL PARKING is located at the south side of Sansom, between 11th & 12th Streets **and** the north side of Sansom, between 11th & 12th Streets. The discounted rate at these lots is \$8 per day. *Ticket stubs must be validated by the PCCYFS office in order to receive the discounted rate.*
 - FINE PARKING is located at 316 S. 11th Street (between Pine and Spruce). The discounted rate at this lot is \$6 per day. *Ticket stubs must be validated by the PCCYFS office in order to receive the discounted rate.*
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COURSE LISTINGS

For easy reference, course listings can be found in three different sections. For a course listing by:

- SUBJECT AREA - Refer to the *Training Content Areas* section.
 - DATE - Refer to the *Course Calendar* section
 - TITLE - Refer to the *Course Details* section, which includes full descriptions.
-

CONTACT

There is one designated training liaison for your prevention program. If you do not know the name of your training liaison, contact your immediate supervisor for assistance. The designated training liaison is the only staff member who is responsible for all communications with the PCCYFS Education & Professional Development Institute. This includes registrations, cancellations, confirmations and course questions. We will communicate any change to the date, time, location, facilitator, or course content as well as all course cancellations to your training liaison. It is then the responsibility of the training liaison to contact staff members who are directly affected by the change.

FOOD & BEVERAGES

While PCCYFS may provide morning coffee, there are vending machines on site and participants are invited to bring their own snacks. There are also a number of restaurants and vendors in the area.

Policies and Procedures

REGISTRATION

All PCCYFS classes are limited in size to ensure maximum learning effectiveness. All classes have a capacity of 25 participants or less. Registrations are accepted on a rolling basis: first-come, first-served. All registration requests must be submitted directly to your training liaison.

Registration Deadlines

The registration deadlines listed below are the dates after which confirmation reports will be sent out by our office. We strongly recommend that the registration deadline not be used as the target date for registering staff. Rather, the registrations should be sent to your training liaison as early as possible.

<u>For courses in...</u>	<u>Register before...</u>
July	June 15, 2004
August	July 15, 2004
September	August 16, 2004

Registration Forms (Please Print Clearly)

The registration form provided to Training Liaisons, or similar format, must be used for all registrations. Be sure that each registration form is filled out completely, using the correct spelling of names. Keep courses separated by month. For example, place all July courses on a page and all August courses on another page. **DO NOT PUT COURSES FOR DIFFERENT MONTHS ON THE SAME PAGE.**

Also, please do not add new registrations to forms that have already been sent to PCCYFS for processing. Additional registrations should be forwarded on a new form to avoid duplicate entry and, therefore, duplicate billing.

Late Registration

Late registrations will be accepted based on space availability.

Non-registered Staff

Please do not send non-registered staff members to any training sessions without first contacting your training liaison. "Walk-ins" are not guaranteed entrance.

Prerequisites

A number of courses require prerequisite training or experience. Please read the course descriptions carefully to be sure that staff members meet all the requirements for attendance.

CONFIRMATIONS

Registrations and "course-full" confirmation reports will be communicated to you by your training liaison. *If you have not received a "confirmation" or "class-full" notification, please check with your training liaison directly before you arrive for class.*

**CANCELLATIONS
& SUBSTITUTIONS**

Cancellations will be accepted up to three (3) calendar days prior to the scheduled course date. Substitution of one staff for another must be done 24 hours prior to the start of the scheduled course. Both cancellations and substitutions may only be submitted by your training liaison.

**INCLEMENT
WEATHER**

In situations of extreme inclement weather, please call the PCCYFS office at 215-931-4482. Our outgoing office message will indicate, by 7:00 AM, whether the course(s) scheduled for that day will be held. Your training liaison will be notified if and when the course is rescheduled. We will also post workshop status information on the home page of the PCCYFS website at www.pccyfs.org.

**ATTENDANCE
CERTIFICATES**

All Certificates of Attendance are distributed to your training liaison at the beginning of the month following the training session. Certificates of Attendance are produced only for attendees who meet all the criteria below:

- Sign in BEFORE the scheduled start time of the class.
- Return on time from breaks and lunch.
- Complete pre- and/or post-tests (upon request).
- Complete an evaluation at the conclusion of the class.
- Sign out.

Course sign-in will begin 45 minutes before the start time of each class (8:30 AM or 12:30 PM as applicable). For workshops being held in two half-day sessions, attendees will be required to sign in and out BOTH days in order to receive credit.

**CONTINUING
EDUCATION**

Most of the courses listed in this catalog offer Continuing Education Units (CEUs) as described below. CEU forms are available from your training liaison, or they may be picked up at the PCCYFS office.

For Licensed Social Workers and Licensed Clinical Social Workers

Social workers may earn CEUs from the auspices of two institutions:

- PCCYFS, as a member of the Child Welfare League of America (CWLA) and preapproved by the Commonwealth of Pennsylvania Board of Social Work Examiners, provides CEUs. Such courses are designated as **CEU: PCCYFS/CWLA*** in the *Course Details*.
- Temple University's School of Social Administration offers CEUs for many PCCYFS courses and are designated as **CEU: TEMPLE** in the *Course Details*.

**Note: PCCYFS/CWLA CEUs are provided through NASW - Washington State Chapter or Board of Behavioral Sciences - California State. Although most other states accept credits received from either of these, you are responsible for and should contact your governing board to determine if these credits will be accepted prior to registering for them.*

For Educators

PCCYFS provides ACT 48 Activity Hours for educators for specified courses. The appropriate application forms are available at the PCCYFS office. Eligible courses will be notated as **ACT 48** in the *Course Details*.

**CELL PHONES,
BEEPERS &
COMMUNICATING
WITH AGENCY
STAFF**

First, while we cannot impose this as policy, we do strongly recommend that agencies make every attempt to relieve staff members who are attending training of on-call responsibilities during the hours of training. This will enable attendees to focus on their learning, making their attendance more productive.

Second, we recognize that it is sometimes necessary to contact staff members who are attending training. However, except in emergency situations, we request that this contact be limited. Class attendees are given sufficient break times during which, if necessary, they can check back with their agencies for messages.

Lastly, ringing beepers and cell phones are distracting to all those in attendance at training. Unless attendees must be on call, we strongly request that all beepers and cell phones be turned off during the training. If a staff member is on call, please ask them to put beepers and cell phones on silent or vibrate mode while in training.

Feedback Forum

Your input is requested! Do you:

- Have any new course ideas?
- Know someone who might be interested in becoming a PCCYFS trainer?
- Want to submit suggestions?

Please e-mail Ellen Horowitz Matz, PCCYFS Southeast Region Training Director, at southeast@pccyfs.org.
We'd love to hear from you!

Training Content Areas

OVERVIEW

This section is designed to assist staff members with their course selections. Workshops are listed by topic concentration. Half-day classes are indicated with an asterisk (*). Workshops held in two half-day sessions have two asterisks (**). Since there is overlap in determining course content area, workshops may be listed in more than one *Training Content Area*. The courses that appropriately fit into more than one *Training Content Area* are followed by a superscript numerical footnote. The *Footnote Cross-Reference Key* indicates which other *Training Content Area(s)* will be addressed by the workshop. Also, we attempt to schedule fundamental or introductory workshops earlier in the quarter, progressing to the more advanced topics later in the cycle. Refer to the *Course Details* section for full course descriptions.

FOOTNOTE CROSS-REFERENCE KEY

- 1 - Abuse & Violence Issues
- 2 - Cultural Competence Issues
- 3 - Diagnosis
- 4 - Drug & Alcohol Issues
- 5 - Human Development & Child/Adolescent Development
- 6 - Legal
- 7 - Mandated
- 8 - Professional, Supervisory & Management Skills
- 9 - Best Practice
- 10- Social Service Systems
- 11 - Youth Development & Transitioning Youth
- 12- Family Systems
- 13 - Advanced Clinical Skills
- 14- Performance-Based Contracting (PBC)

1) ABUSE & VIOLENCE ISSUES

<u>Course Title</u>	<u>Date</u>
Dealing with Anger ⁹ (DA-36)	7/8
Anger Management for Adolescent Males ^{2,9,11} (AMA-5)	7/14 & 7/15**
Child and Adolescent Sex Offenders: Basics for Child Welfare Staff ^{5,7,9,12,13} (CASOB-3) .	7/14
Domestic Violence and Counseling Skills ^{9,12} (DVVV-II)	7/19
Legal Issues for the Victims of Domestic Violence and Their Children ⁶ (LIDV-3) .	7/21
Sexual Abuse: Basics to Understanding and Intervening ^{3,5,7,9} (SAB-21)	8/2
Domestic Violence and Children: Causes and Impacts ⁵ (DV-30)	8/18
Sex and Drugs: Help Clients Be Safe ^{4,5,7,9,11} (SD-1)	8/19
Adolescent Males ^{5,7,11} (WWAM-9)	9/14 & 9/15**
Music: Its Impact on Adolescents and What Staff Can Do ^{2,4,5,9,11} (MU-1)	9/21
Birth Parents: Engaging, Empowering and Advocating for Families with DHS Involvement ^{10,13,14} (BPE-2)	9/22
Sexual Abuse: Surviving and Healing ^{7,9} (SAS-16)	9/30

**2) CULTURAL
COMPETENCE
ISSUES**

Course Title	Date
Cultural Competence: Working with African-American Children and Their Families ^{7,9,12} (AA-39)	7/13
Anger Management for Adolescent Males ^{1,9,11} (AMA-5)	7/14 & 7/15**
Cultural Competence: Understanding and Working Effectively with Latino and Hispanic Families ^{7,9,12} (CCHL-I)	7/20
Lesbian, Gay, Bisexual, Transgender and Questioning Youth: An Introduction ^{5,7,9,11} (WLG-I9)	8/17
Music: Its Impact on Adolescents and What Staff Can Do ^{1,4,5,9,11} (MU-I)	9/21
Drugs and the Black Man ^{4,7,10} (EDB-I8)	8/3 & 8/4

3) DIAGNOSIS

Attention Deficit Hyperactivity Disorder: Helping Children and Their Families ^{9,12} (ADD-I9)	7/6
Attachment Issues with Children in Child Welfare ^{9,12,13,14} (DAI-5)	7/16
Depression in Children and Adolescents: Diagnostic Issues and Intervention Strategies ^{5,9,11} (CD-8)	7/21
Co-occurring Mental Health Disorders: Working with Families ^{9,10,12,14} (COND-8) .	7/22
Suicide Prevention and Early Intervention with Children and Adolescents ^{7,9,11} (SP-36) .	7/26
Mental Illness in Parents and Caregivers: Overcoming the Barriers to Helping Families Cope ^{10,12} (WM-I4)	7/29
Sexual Abuse: Basics to Understanding and Intervening ^{1,5,7,9} (SAB-21)	8/2
Identifying Infant and Toddlers at Risk for Developmental Delays ^{3,7} (ITR-24)	8/5
DSM-IV: An Overview ¹³ (DSM-II)	9/28

**4) DRUG &
ALCOHOL
ISSUES**

Addicted Children and Adolescents: Helping Parents to Cope ^{7,12} (WWP-6)	7/16
Drug Paraphernalia and Routes of Drug Ingestion ¹² (DP-I)	7/29 & 7/30
Drugs and the Black Man ^{2,7,10} (EDB-I8)	8/3 & 8/4
Sex and Drugs: Help Clients Be Safe ^{1,5,7,9,11} (SD-I)	8/19
Adolescent Substance Abuse ^{5,7,11} (ASA-I2)	8/20
Music: Its Impact on Adolescents and What Staff Can Do ^{1,2,5,9,11} (MU-I)	9/21
Parental Addiction: Its Impact on Children and Caregivers in the Extended Family ^{7,9,12} (AP-34)	9/29

**5) HUMAN
DEVELOPMENT
& CHILD /
ADOLESCENT
SEXUAL
DEVELOPMENT**

Child and Adolescent Sex Offenders: Basics for Child Welfare Staff ^{1,7,9,12,13} (CASOB-3) .	7/14
Adolescent Development ^{7,11} (ADP-21)	7/15
Depression in Children and Adolescents: Diagnostic Issues and Intervention Strategies ^{3,9,11} (CD-8)	7/21
Adolescent Sexuality ¹¹ (AS-32)	7/27 & 7/28**
Sexual Abuse: Basics to Understanding and Intervening ^{1,3,7,9} (SAB-21)	8/2
Identifying Infant and Toddlers at Risk for Developmental Delays ^{3,7} (ITR-24)	8/5
Lesbian, Gay, Bisexual, Transgender and Questioning Youth: An Introduction ^{2,7,9,11} (WLG-I9)	8/17
Domestic Violence and Children: Causes and Impacts ¹ (DV-30)	8/18
Sex and Drugs: Help Clients Be Safe ^{1,4,7,9,11} (SD-I)	8/19
Adolescent Substance Abuse ^{4,7,11} (ASA-I2)	8/20
Adolescent Males ^{1,7,11} (WWAM-9)	9/14 & 9/15**
Music: Its Impact on Adolescents and What Staff Can Do ^{1,2,4,9,11} (MU-I)	9/21

6) LEGAL

<u>Course Title</u>	<u>Date</u>
ASFA: What Every Child Welfare Staff Must Know ^{7,14} (ASFA-9)	7/13
Legal Issues for the Victims of Domestic Violence and Their Children ¹ (LIDV-3) ..	7/21
Birth Parents with Developmental Disabilities: Helping to Achieve Permanency for Families ^{7,10,14} (BPDDAP-2)	9/17*
Child Protective Services Law: An Overview ^{7,10} (CPSL-II)	9/20
Balanced and Restorative Justice: An Introduction ^{9,10,11} (BRJ-4)	9/23
Child Advocacy: The Essentials ^{9,10,14} (CAE-3)	9/27

7) MANDATED

CPR Certification (CPR-I52)	7/7
First Aid Certification (FA-210)	7/12*
ASFA: What Every Child Welfare Staff Must Know ^{6,14} (ASFA-9)	7/13
Cultural Competence: Working with African-American Children and Their Families ^{2,9,12} (AA-39)	7/13
Child and Adolescent Sex Offenders: Basics for Child Welfare Staff ^{ff,5,9,12,13} (CASOB-3) .	7/14
Adolescent Development ^{5,11} (ADP-21)	7/15
Addicted Children and Adolescents: Helping Parents to Cope ^{4,12} (WWP-6)	7/16
Crisis Prevention and Safety Techniques ⁹ (CP-45)	7/19 & 7/20
Cultural Competence: Understanding and Working Effectively with Latino and Hispanic Families ^{2,9,12} (CCHL-I)	7/20
Life Skills Training ^{9,11,14} (LST-36)	7/26
Suicide Prevention and Early Intervention with Children and Adolescents ^{3,9,11} (SP-36) ..	7/26
Independent Living for Adolescents: Help Youth Plan for Their Future Using Life-Mapping Techniques ^{10,11,14} (ILA-3)	7/30*
Sexual Abuse: Basics to Understanding and Intervening ^{1,3,5,9} (SAB-21)	8/2
Drugs and the Black Man ^{2,4,10} (EDB-I8)	8/3 & 8/4
Identifying Infant and Toddlers at Risk for Developmental Delays ^{3,5} (ITR-24)	8/5
CPR Certification (CPR-I53)	8/6
Lesbian, Gay, Bisexual, Transgender and Questioning Youth: An Introduction ^{2,5,9,11} (WLG-I9)	8/17
Sex and Drugs: Help Clients Be Safe ^{1,4,5,9,11} (SD-I)	8/19
Adolescent Substance Abuse ^{4,5,11} (ASA-I2)	8/20
First Aid Certification (FA-211)	9/13*
Adolescent Males ^{1,5,11} (WWAM-9)	9/14 & 9/15**
Birth Parents with Developmental Disabilities: Helping to Achieve Permanency for Families ^{6,10,14} (BPDDAP-2)	9/17*
Child Protective Services Law: An Overview ^{6,10} (CPSL-II)	9/20
Parental Addiction: Its Impact on Children and Caregivers in the Extended Family ^{4,9,12} (AP-34)	9/29
Sexual Abuse: Surviving and Healing ^{1,9} (SAS-I6)	9/30

**8) PROFESSIONAL,
SUPERVISORY
& MANAGEMENT
SKILLS**

Establishing Boundaries: Taking Care of "Self" ⁹ (EBT-5)	7/9
Time Management: Living the Life You've Always Wanted (TMN-8)	7/9
Communication Styles: Interpersonal Skills for a Diverse World ⁹ (COMST-II)	7/12
Ethics in Everyday Casework ⁹ (ESW-I)	7/15
Employee Performance Appraisals: A Proactive Process ⁹ (EPA-I)	7/27
Conflict Resolution Part I: Communication, Conflict and Problem Solving (CCRP-10) .	9/14
Coaching Techniques to Motivate Child Welfare and Family Agency Staff ⁹ (CTM-I) .	9/17
Team Building: Working Together to Ensure Good Outcomes for Children in Care (TB-8)	9/30

9) BEST PRACTICE

<u>Course Title</u>	<u>Date</u>
Attention Deficit Hyperactivity Disorder: Helping Children and Their Families ^{3,12} (ADD-19)	7/6
Problem-Solving Skills for Children and Teens ¹¹ (PROB-20)	7/6
Behavior Management ¹² (BM-20)	7/8
Dealing with Anger ¹ (DA-36)	7/8
Establishing Boundaries: Taking Care of "Self" ⁸ (EBT-5)	7/9
Communication Styles: Interpersonal Skills for a Diverse World ⁸ (COMST-11)	7/12
Cultural Competence: Working with African-American Children and Their Families ^{2,7,12} (AA-39)	7/13
Anger Management for Adolescent Males ^{1,2,11} (AMA-5)	7/14 & 7/15**
Child and Adolescent Sex Offenders: Basics for Child Welfare Staff ^{1,5,7,12,13} (CASOB-3)	7/14
Ethics in Everyday Casework ⁸ (ESW-1)	7/15
Attachment Issues with Children in Child Welfare ^{3,12,13,14} (DAI-5)	7/16
Crisis Prevention and Safety Techniques ⁷ (CP-45)	7/19 & 7/20
Domestic Violence and Counseling Skills ^{1,12} (DVWV-11)	7/19
Cultural Competence: Understanding and Working Effectively with Latino and Hispanic Families ^{2,7,12} (CCHL-1)	7/20
Depression in Children and Adolescents: Diagnostic Issues and Intervention Strategies ^{3,5,11} (CD-8)	7/21
Co-occurring Mental Health Disorders: Working with Families ^{3,10,12,14} (COND-8) ..	7/22
Life Skills Training ^{7,11,14} (LST-36)	7/26
Suicide Prevention and Early Intervention with Children and Adolescents ^{3,7,11} (SP-36) ..	7/26
Employee Performance Appraisals: A Proactive Process ⁸ (EPA-1)	7/27
Schools as Partners ¹⁰ (ESP-5)	7/28
Sexual Abuse: Basics to Understanding and Intervening ^{1,3,5,7} (SAB-21)	8/2
Fatherhood: A Changing World ¹² (TCWF-6)	8/17
Lesbian, Gay, Bisexual, Transgender and Questioning Youth: An Introduction ^{2,5,7,11} (WLG-19)	8/17
Sex and Drugs: Help Clients Be Safe ^{1,4,5,7,11} (SD-1)	8/19
Counseling 101: Basic Skills (COUN-13)	9/13
Coaching Techniques to Motivate Child Welfare and Family Agency Staff ⁸ (CTM-1) ..	9/17
Positive Youth Development: Core Course ¹¹ (PYDN-21)	9/20 & 9/21
Music: Its Impact on Adolescents and What Staff Can Do ^{1,2,4,5,11} (MU-1)	9/21
Resistant Clients: An Introduction (ISW-13)	9/22
Balanced and Restorative Justice: An Introduction ^{6,10,11} (BRJ-4)	9/23
Goal-Setting for Youth ^{11,14} (GSY-4)	9/23
Child Advocacy: The Essentials ^{6,10,14} (CAE-3)	9/27
Family Systems Theory ¹² (FST-14)	9/27
Case Writing for Child Welfare Staff (CW-26)	9/28
Parental Addiction: Its Impact on Children and Caregivers in the Extended Family ^{4,7,12} (AP-34)	9/29
Talking with Teens So They'll Listen and Listening to Teens So They'll Talk ¹¹ (TTEEN-14)	9/29
Sexual Abuse: Surviving and Healing ^{1,7} (SAS-16)	9/30

**10) SOCIAL
SERVICE
SYSTEMS**

<u>Course Title</u>	<u>Date</u>
Delinquency System: An Introduction (DEL-5)	7/7
Co-occurring Mental Health Disorders: Working with Families ^{3,9,12,14} (COND-8) ..	7/22
Housing: Understanding and Navigating the System (HOUS-18)	7/22
Schools as Partners ⁹ (ESP-5)	7/28
Mental Illness in Parents and Caregivers: Overcoming the Barriers to Helping Families Cope ^{3,12} (WM-14)	7/29
Independent Living for Adolescents: Help Youth Plan for Their Future Using Life-Mapping Techniques ^{7,11,14} (ILA-3)	7/30*
Drugs and the Black Man ^{2,4,7} (EDB-18)	8/3 & 8/4
Delinquent and Dependent Families ¹² (DDF-4)	8/5
Birth Parents with Developmental Disabilities: Helping to Achieve Permanency for Families ^{6,7,14} (BPDDAP-2)	9/17*
Child Protective Services Law: An Overview ^{6,7} (CPSL-11)	9/20
Birth Parents: Engaging, Empowering and Advocating for Families with DHS Involvement ^{1,13,14} (BPE-2)	9/22
Balanced and Restorative Justice: An Introduction ^{6,9,11} (BRJ-4)	9/23
Child Advocacy: The Essentials ^{6,9,14} (CAE-3)	9/27

**11) YOUTH
DEVELOPMENT
&
TRANSITIONING
YOUTH**

Problem-Solving Skills for Children and Teens ⁹ (PROB-20)	7/6
Anger Management for Adolescent Males ^{1,2,9} (AMA-5)	7/14 & 7/15**
Adolescent Development ^{5,7} (ADP-21)	7/15
Depression in Children and Adolescents: Diagnostic Issues and Intervention Strategies ^{3,5,9} (CD-8)	7/21
Life Skills Training ^{7,9,14} (LST-36)	7/26
Suicide Prevention and Early Intervention with Children and Adolescents ^{3,7,9} (SP-36) ..	7/26
Adolescent Sexuality ⁵ (AS-32)	7/27 & 7/28**
Independent Living for Adolescents: Help Youth Plan for Their Future Using Life-Mapping Techniques ^{7,10,14} (ILA-3)	7/30*
Lesbian, Gay, Bisexual, Transgender and Questioning Youth: An Introduction ^{2,5,7,9} (WLG-19)	8/17
Sex and Drugs: Help Clients Be Safe ^{1,4,5,7,9} (SD-1)	8/19
Adolescent Substance Abuse ^{4,5,7} (ASA-12)	8/20
Adolescent Males ^{1,5,7} (WWAM-9)	9/14 & 9/15**
Positive Youth Development: Core Course ⁹ (PYDN-21)	9/20 & 9/21
Music: Its Impact on Adolescents and What Staff Can Do ^{1,2,4,5,9} (MU-1)	9/21
Balanced and Restorative Justice: An Introduction ^{6,9,10} (BRJ-4)	9/23
Goal-Setting for Youth ^{9,14} (GSY-4)	9/23
Talking with Teens So They'll Listen and Listening to Teens So They'll Talk ⁹ (TTEEN-14)	9/29

12) FAMILY SYSTEMS

Course Title	Date
Attention Deficit Hyperactivity Disorder: Helping Children and Their Families ^{3,9} (ADD-19)	7/6
Behavior Management ⁹ (BM-20)	7/8
Cultural Competence: Working with African-American Children and Their Families ^{2,7,9} (AA-39)	7/13
Child and Adolescent Sex Offenders: Basics for Child Welfare Staff ^{1,5,7,9,13} (CASOB-3) ..	7/14
Addicted Children and Adolescents: Helping Parents to Cope ^{4,7} (WWP-6)	7/16
Attachment Issues with Children in Child Welfare ^{3,9,13,14} (DAI-5)	7/16
Domestic Violence and Counseling Skills ^{1,9} (DVWV-II)	7/19
Cultural Competence: Understanding and Working Effectively with Latino and Hispanic Families ^{2,7,9} (CCHL-I)	7/20
Co-occurring Mental Health Disorders: Working with Families ^{3,9,10,14} (COND-8) ..	7/22
Drug Paraphernalia and Routes of Drug Ingestion ⁴ (DP-I)	7/29 & 7/30
Mental Illness in Parents and Caregivers: Overcoming the Barriers to Helping Families Cope ^{3,10} (WM-14)	7/29
Delinquent and Dependent Families ¹⁰ (DDF-4)	8/5
Fatherhood: A Changing World ⁹ (TCWF-6)	8/17
Family Systems Theory ⁹ (FST-14)	9/27
Parental Addiction: Its Impact on Children and Caregivers in the Extended Family ^{4,7,9} (AP-34)	9/29

13) ADVANCED CLINICAL SKILLS

Child and Adolescent Sex Offenders: Basics for Child Welfare Staff ^{1,5,7,9,12} (CASOB-3) ..	7/14
Attachment Issues with Children in Child Welfare ^{3,9,12,14} (DAI-5)	7/16
Birth Parents: Engaging, Empowering and Advocating for Families with DHS Involvement ^{1,10,14} (BPE-2)	9/22
DSM-IV: An Overview ³ (DSM-II)	9/28

14) PERFORMANCE-BASED CONTRACTING (PBC)

ASFA: What Every Child Welfare Staff Must Know ^{6,7} (ASFA-9)	7/13
Attachment Issues with Children in Child Welfare ^{3,9,12,13} (DAI-5)	7/16
Co-occurring Mental Health Disorders: Working with Families ^{3,9,10,12} (COND-8) ..	7/22
Life Skills Training ^{7,9,11} (LST-36)	7/26
Independent Living for Adolescents: Help Youth Plan for Their Future Using Life-Mapping Techniques ^{7,10,11} (ILA-3)	7/30*
Birth Parents with Developmental Disabilities: Helping to Achieve Permanency for Families ^{6,7,10} (BPDDAP-2)	9/17*
Birth Parents: Engaging, Empowering and Advocating for Families with DHS Involvement ^{1,10,13} (BPE-2)	9/22
Goal-Setting for Youth ^{9,11} (GSY-4)	9/23
Child Advocacy: The Essentials ^{6,9,10} (CAE-3)	9/27

Course Calendar

OVERVIEW

Below are this quarter's courses by date. All classes will be held at 1217 Sansom St., 3rd Floor, from 9:15 AM-4:30 PM, unless otherwise noted. Half-day classes, indicated with an asterisk (*), are held from 9:15 AM-12:30 PM or 1:15-4:30 PM as specified in the *Course Details* section. Workshops held in two half-day sessions have two asterisks (**).

JULY

<u>Date</u>	<u>Course Title & Course Number</u>
7/6	Attention Deficit Hyperactivity Disorder: Helping Children and Their Families (ADD-19)
7/6	Problem-Solving Skills for Children and Teens (PROB-20)
7/7	CPR Certification (CPR-152)
7/7	Delinquency System: An Introduction (DEL-5)
7/8	Behavior Management (BM-20)
7/8	Dealing with Anger (DA-36)
7/9	Establishing Boundaries: Taking Care of "Self" (EBT-5)
7/9	Time Management: Living the Life You've Always Wanted (TMN-8)
7/12	Communication Styles: Interpersonal Skills for a Diverse World (COMST-II)
7/12*	First Aid Certification (FA-210)
7/13	ASFA: What Every Child Welfare Staff Must Know (ASFA-9)
7/13	Cultural Competence: Working with African-American Children and Their Families (AA-39)
7/14	Child and Adolescent Sex Offenders: Basics for Child Welfare Staff (CASOB-3)
7/14 & 7/15** ..	Anger Management for Adolescent Males (AMA-5)
7/15	Adolescent Development (ADP-21)
7/15	Ethics in Everyday Casework (ESW-1)
7/16	Addicted Children and Adolescents: Helping Parents to Cope (WWP-6)
7/16	Attachment Issues with Children in Child Welfare (DAI-5)
7/19	Domestic Violence and Counseling Skills (DVVW-II)
7/19 & 7/20	Crisis Prevention and Safety Techniques (CP-45)
7/20	Cultural Competence: Understanding and Working Effectively with Latino and Hispanic Families (CCHL-1)
7/21	Depression in Children and Adolescents: Diagnostic Issues and Intervention Strategies (CD-8)
7/21	Legal Issues for the Victims of Domestic Violence and Their Children (LIDV-3)
7/22	Co-occurring Mental Health Disorders: Working with Families (COND-8)
7/22	Housing: Understanding and Navigating the System (HOUS-18)
7/26	Life Skills Training (LST-36)
7/26	Suicide Prevention and Early Intervention with Children and Adolescents (SP-36)
7/27	Employee Performance Appraisals: A Proactive Process (EPA-1)
7/27 & 7/28** ..	Adolescent Sexuality (AS-32)
7/28	Schools as Partners (ESP-5)
7/29	Mental Illness in Parents and Caregivers: Overcoming the Barriers to Helping Families Cope (WM-14)
7/29 & 7/30	Drug Paraphernalia and Routes of Drug Ingestion (DP-1)
7/30*	Independent Living for Adolescents: Help Youth Plan for Their Future Using Life-Mapping Techniques (ILA-3)

AUGUST

Date	Course Title & Course Number
8/2	Sexual Abuse: Basics to Understanding and Intervening (SAB-21)
8/3 & 8/4	Drugs and the Black Man (EDB-18)
8/5	Delinquent and Dependent Families (DDF-4)
8/5	Identifying Infant and Toddlers at Risk for Developmental Delays (ITR-24)
8/6	CPR Certification (CPR-153)
8/17	Fatherhood: A Changing World (TCWF-6)
8/17	Lesbian, Gay, Bisexual, Transgender and Questioning Youth: An Introduction (WLG-19)
8/18	Domestic Violence and Children: Causes and Impacts (DV-30)
8/19	Sex and Drugs: Help Clients Be Safe (SD-1)
8/20	Adolescent Substance Abuse (ASA-12)

SEPTEMBER

9/13	Counseling 101: Basic Skills (COUN-13)
9/13*	First Aid Certification (FA-211)
9/14	Conflict Resolution Part I: Communication, Conflict and Problem Solving (CCRP-10)
9/14 & 9/15** ..	Adolescent Males (WWAM-9)
9/17*	Birth Parents with Developmental Disabilities: Helping to Achieve Permanency for Families (BPDDAP-2)
9/17	Coaching Techniques to Motivate Child Welfare and Family Agency Staff (CTM-1)
9/20	Child Protective Services Law: An Overview (CPSL-11)
9/20 & 9/21	Positive Youth Development: Core Course (PYDN-21)
9/21	Music: Its Impact on Adolescents and What Staff Can Do (MU-1)
9/22	Birth Parents: Engaging, Empowering and Advocating for Families with DHS Involvement (BPE-2)
9/22	Resistant Clients: An Introduction (ISW-13)
9/23	Balanced and Restorative Justice: An Introduction (BRJ-4)
9/23	Goal-Setting for Youth (GSY-4)
9/27	Child Advocacy: The Essentials (CAE-3)
9/27	Family Systems Theory (FST-14)
9/28	Case Writing for Child Welfare Staff (CW-26)
9/28	DSM-IV: An Overview (DSM-11)
9/29	Parental Addiction: Its Impact on Children and Caregivers in the Extended Family (AP-34)
9/29	Talking with Teens So They'll Listen and Listening to Teens So They'll Talk (TTEEN-14)
9/30	Sexual Abuse: Surviving and Healing (SAS-16)
9/30	Team Building: Working Together to Ensure Good Outcomes for Children in Care (TB-8)

Course Details

Below is an alphabetical listing of the courses available this quarter. Please read the course descriptions thoroughly, paying particular attention to any prerequisites or special information regarding the course. The course code can be found in parentheses immediately following the title. New courses are marked with a **NEW** icon. Workshops to be held over two half-day sessions are indicated by a 🕒 symbol.

Addicted Children and Adolescents: Helping Parents to Cope (WWP-6)

This workshop presents a unique perspective on the significant role caseworkers and other professional providers can have in modeling behaviors to parents of addicted children. Participants will learn techniques that are consistent with effective parenting including: consistency, effective communication and appropriate boundaries and limitations.

Date/Time: July 16 9:15 AM-4:30 PM

Presenter: Donna Debus-Hawk

CEU: PCCYFS/CWLA

Adolescent Development (ADP-21)

Adolescence is a very challenging stage of life development. Understanding its various and dynamic components is key to effectively working with adolescents and their families. This workshop reviews what is considered "normal" adolescent development, including behaviors, tasks and needs using a positive youth development approach, as well as identifying factors that may contribute to delays and problematic behaviors. Workshop participants will learn how to successfully empower and encourage youth, including those with challenging behaviors, to participate more appropriately and actively in their life choices.

Date/Time: Jul 15 9:15 AM-4:30 PM

Presenter: Angela Macey

CEU: PCCYFS/CWLA; ACT 48

🕒 Adolescent Males (WWAM-9)

The participants of this workshop should come prepared to share experiences and discuss the intended outcomes of their relationships with adolescent males. In this interactive workshop, the trainer will identify the concepts surrounding the ever-changing world of young male behaviors. As a group, participants will explore why they believe lay-adults and the professionals' interactions fail to produce the desired outcome(s) with young boys/men. Participants will acquire an understanding of healthy/unhealthy development as well as identify some behaviors leading to both positive and negative outcomes for this group.

Date/Time: September 14 and 15 9:15 AM-12:30 PM (two half-day sessions)

Presenter: Bob McCrumm

CEU: PCCYFS/CWLA; ACT 48

🕒 Adolescent Sexuality (AS-32)

Understanding adolescent sexuality is one key to successfully communicating with and effectively serving this population. This workshop focuses on the various aspects of adolescent sexual attitudes and behaviors, physical and emotional development, and reproductive health. Participants are given opportunities to clarify their own values regarding adolescents and sexuality and to examine the impact of these values in providing services to teens and their families.

Date/Time: July 27 and 28 9:15 AM-12:30 PM (two half-day sessions)

Presenter: Lisa Citron Taglang

CEU: PCCYFS/CWLA; ACT 48

Adolescent Substance Abuse (ASA-12)

This course is full of practical information for caseworkers and other providers who come face-to-face with adolescents who use drugs overtly and covertly. Participants will be provided with a brief overview of current substances such as heroin, crack cocaine, inhalants, ecstasy and alcohol. We will also talk about the abuse of prescription drugs. We will then examine the signs and symptoms of active use as well as the potential dangers of interacting with youth while they are active in their addiction. Practical guidelines and steps will be provided to participants on "what to do when" client addiction is recognized. Resources will be available for those requesting them.

Date/Time: August 20 9:15 AM-4:30 PM

Presenter: Donna Debus-Hawk

CEU: PCCYFS/CWLA; ACT 48

⊕ Anger Management with Adolescent Males (AMA-5)

Many adolescent males that come into clinical situations bring with them confusion, frustration and anger. Of these three unresolved emotions, anger is the most difficult to help teens to handle effectively. Members of minority cultures that have traditionally experienced discrimination may have complex feelings of anger that need to be responded to appropriately. In this workshop, participants will explore root causes of anger and interventions that help young men to use this emotion productively for positive change.

Date/Time: July 14 and 15 9:15 AM-12:30 PM (two half-day sessions)

Presenter: Bob McCrumm

CEU: PCCYFS/CWLA; ACT 48

ASFA: What Every Child Welfare Staff Must Know (ASFA-9)

Child welfare staff must have a basic understanding of the historical context, legal mandates (safety, well-being, and permanence), and practice implications of the Federal Adoption and Safe Families Act (ASFA) in order to work effectively with children and families. In this workshop, participants will obtain a clearer understanding about how ASFA impacts cases where reunification is the permanency goal and how to discuss the law with legal family members of children placed in substitute care.

Date/Time: July 13 9:15 AM-4:30 PM

Presenter: Paul Bottalla

CEU: PCCYFS/CWLA

Attachment Issues with Children in Child Welfare (DAI-5)

Attachment is the deep and enduring connection established between a child and their caregiver during the first few years of life. Children who lack secure attachments often display anger, oppositional and/or antisocial behaviors and fear attaching themselves to anyone. Understanding unresolved attachment issues is particularly vital within the contractual constraints of Performance-Based Contracting (PBC). It is difficult for children with unresolved trust issues to move to permanency within new shortened time frames. This workshop will discuss how some of the behaviors we see in children in care may be helped by addressing unresolved issues of attachment. Often intensive therapeutic work on unresolved attachment issues must continue as part of an aftercare plan once permanency is achieved to avoid disruptions. Practical suggestions and therapeutic interventions for restoring a sense of safety and control for children struggling with these issues will be discussed.

Date/Time: July 16 9:15 AM-4:30 PM

Presenter: Janet Keyser

CEU: PCCYFS/CWLA; ACT 48

Attention Deficit Hyperactivity Disorder: Helping Children and Their Families (ADD-19)

This course describes the characteristics and causes of Attention Deficit Hyperactivity Disorder (ADHD). Participants will learn basic principles to help children with the disorder as well as several techniques to: manage the child's behavior, teach social skills and support the families that care for such children.

Date/Time: July 6 9:15 AM-4:30 PM

Presenter: Stephen Soffer

CEU: PCCYFS/CWLA; ACT 48

Balanced and Restorative Justice: An Introduction (BRI-4)

This introductory course explains the concept of Balanced and Restorative Justice (BARJ). When implemented properly, this exciting new paradigm can have positive consequences for the victim, community and offender. This workshop emphasizes practical strategies for incorporating BARJ principles when working with youth. It will also help child welfare staff learn how to work cooperatively with community stakeholders to promote BARJ principals and secure better outcomes for youth involved with the criminal justice system.

Date/Time: September 23 9:15-4:30

Presenter: Kevin Stichter

CEU: PCCYFS/CWLA

Behavior Management (BM-20)

This course will assist social workers in understanding principles of learning theory (including classical and operant conditioning) and behavior modification. Participants will learn how to use principles of behavior modification to assess a child's behavior and learn how to assist parents and caregivers in developing a behavior management plan.

Date/Time: July 8 9:15 AM-4:30 PM

Presenter: Stephen Pfeiffer

CEU: PCCYFS/CWLA; ACT 48

Birth Parents: Engaging, Empowering and Advocating for Families with DHS

Involvement (BPE-2)

Biological parents involved with the child protective system are frequently overwhelmed and do not adequately understand the steps they need to take to comply with their family service plan. Parents who have been reported to DHS are often unaware of services that are available to help them, the time limits of the Adoption and Safe Families Act, or their legal rights. This workshop presented by Community Legal Services and Parent's Anonymous of Pennsylvania is intended for child welfare staff to be more effective in helping birth parents more successfully navigate the legal and child protective system. There is an overview of child abuse and neglect laws in Pennsylvania and the Adoption and Safe Family Act and the implications of this legislation for birth families. The emotional aspects of being investigated for abuse and neglect and an overview of supports available in the community for parents involved with DHS will also be addressed. The course is intended to teach staff how to effectively empower biological parents to become involved in permanency planning and be better advocates for their children and families.

Date/Time: September 22 9:15 – 4:30 PM

Presenters: Beth Bitler, Liz Thul

CEU: PCCYFS/CWLA

Birth Parents with Developmental Disabilities: Helping to Achieve Permanency for Families (BPDDAP-2)

Working towards permanency with families in which the parents have developmental disabilities can be very challenging. The legal landscape for the protections afforded this population of parents is complex. Successful family preservation often depends upon sufficient resources and supports in the community, as well as extended family, that are not always readily available. This workshop will review both the legal rules regarding access to services for adults with disabilities as well as the general rules that govern DHS proceedings. Successful adaptations and strategies that providers can use effectively to engage parents with developmental disabilities will be reviewed. There is wide variation in the severity of developmental disabilities, where some adults with disabilities are able to function quite independently, while others have profound deficits in learning and behavior or disabling medical problems that significantly limit their ability to parent effectively. This workshop will give participants some suggestions for accurately assessing parental competency.

Date/Time: September 17 9:15 AM to 12:30 PM (half-day session)

Presenters: Michelle Forte-Perry; Nanina Takla

CEU: PCCYFS/CWLA

Case Writing for Child Welfare Staff (CW-26)

This class teaches the basic skills needed to write concise, summarized case assessments and case plans.

- ➔ **Prerequisite:** ALL participants must contact the trainer in advance to receive an assignment due in class. The phone number will be sent to Training Liaisons with course confirmations. Those who arrive at class without the completed assignment may be denied admittance.

Date/Time: September 28 9:15 AM-4:30 PM

Presenter: Raelyn Harman

CEU: PCCYFS/CWLA

Child Advocacy: The Essentials (CAE-3)

This workshop conducted by child advocate attorneys and social workers from the Philadelphia Defender Association will provide participants with an overview of the major laws impacting child welfare social work: The Juvenile Act, The Mental Health Procedures Act, The Adoptions and Safe Families Act and The Child Protective Services Law. The role of the child advocate attorney and social worker will be clarified. An overview of the Dependency Court System in Philadelphia will be provided along with practical suggestions for effective court testimony on behalf of children. The impact of Performance-Based Contracting (PBC) and Subsidized Permanent Legal Custodianship on the interaction between child advocates and provider agency staff will be discussed.

Date/Time: September 27 9:15 AM-4:30 PM

Presenters: Ernestine Garnet-Banas, James Haley, Shawn Lacy, Michael Lewis, William Norvell, Claire Rosenstein

CEU: PCCYFS/CWLA

Child and Adolescent Sex Offenders: Basics for Child Welfare Staff (CASOB-3)

This introductory workshop will focus on the basics of incident, identification and risk factors of child and adolescent sex offenders. Symptomatology and family patterns pertinent to this type of sexual abuse will be reviewed. Participants will also learn practical methods of response and referral through the use of real cases and role plays. Staff are encouraged to bring along reference (without identifying information) to any pertinent cases with which they have been involved.

Date/Time: July 14 9:15 AM – 4:30 PM

Presenter: Ruth Sefarbi

CEU: PCCYFS/CWLA; ACT 48

Child Protective Services Law: An Overview (CPSL-II)

Participants will gain an overall understanding of the PA Child Protective Services Law - Act 151, including the amendments to that law which became effective July, 1997. The legal definitions of abuse and neglect will also be reviewed. In addition, the legal requirements such as those related to mandated reporters will be covered. Participants will learn the difference between CPS and GPS (Protective Services) referrals and what is required of the county's children and youth agency when they receive those referrals. Other areas to be covered include confidentiality, the risk assessment process, the service decision-making process and the appeal process.

Date/Time: September 20 9:15 AM-4:30 PM

Presenter: Amy Chipetz

CEU: PCCYFS/CWLA



Coaching Techniques to Motivate Child Welfare and Family Agency Staff (CTM-I)

The old command-and-control approach to staff management, where a supervisor issues directives that are to be followed without question, is no longer a viable model. This "top-down" management style is particularly ill suited to the child welfare field, where frontline social work staff are the ones responsible for assessing family functioning and making permanency recommendations within accelerated time frames. It is critical to have a positive, interactive management style that fosters good communication between frontline staff and management and develops staff's ability to make good assessments within accelerated time frames and in crisis situations. This workshop teaches coaching strategies that will help managers motivate and retain child welfare staff. The workshop teaches a simple set of strategies that can greatly enhance supervisory performance.

Date/Time: September 17 9:15 AM-4:30 PM

Presenter: Robert Isaacson

CEU: PCCYFS/CWLA Pending; Act 48

Communication Styles: Interpersonal Skills for a Diverse World (COMST-11)

There is no right or wrong way of communicating with others, only effective and ineffective ways to do so. In the field of child welfare, we come across a diverse group of people: our clients, colleagues and supervisors—each with their own style. In this workshop, we will examine the ingredients of various styles, and distinguish some effective styles from their less-effective counterparts.

Date/Time: July 12 9:15 AM-4:30 PM

Presenter: Jennifer Levy

CEU: PCCYFS/CWLA; ACT 48

Conflict Resolution Part I: Communication, Conflict and Problem Solving (CCRP-10)

In this workshop, child welfare professionals will explore communication and conflict management skills and learn: 1) that conflict is normal; 2) that how we deal with conflict affects the outcome; and 3) that there are positive ways to respond to conflict, especially in the workplace.

Date/Time: September 14 9:15 AM-4:30 PM

Presenter: Cheryl Cutrona

CEU: PCCYFS/CWLA; ACT 48

Co-occurring Mental Health Disorders: Working with Families (COND-8)

The vast majority of families with child welfare involvement have difficulties with parental substance abuse. Often there are also underlying unresolved mental health issues. Timely recognition and appropriate treatment of these complex problems is particularly important in the compressed time frames of Performance-Based Contracting (PBC). Effective and intensive attention to these issues at the beginning of your work with a family can make a critical difference in preserving and reunifying families. Staff will be assisted with strategies to motivate parents to enter treatment, make decisions regarding reunification and determine when “reasonable efforts” have been made for substance-abusing parents.

Date/Time: July 22 9:15 AM-4:30 PM

Presenter: Janet Keyser

CEU: PCCYFS/CWLA

Counseling I01: Basic Skills (COUN-13)

This course, for entry-level staff, will cover four basic counseling skills that compose the foundation for any helping relationship. The importance of values will also be discussed to enable staff to work nonjudgmentally. Lastly, we will illustrate how staff can model self-awareness and positive growth.

Date/Time: September 13 9:15 AM-4:30 PM

Presenter: Lisbeth Matson

CEU: PCCYFS/CWLA

CPR Certification (CPR-152, CPR-153)

This is the American Heart Association Certification course, teaching CPR for infants, children and adults.

- ➡ Special Info: Enrollment is limited to 12. Participants should wear casual clothing. Please note that provision of this method does not necessarily indicate PCCYFS’s endorsement over other methods.

Dates/Times: July 7 9:15 AM-4:30 PM ***OR***

August 6 9:15 AM-4:30 PM

Presenters: Michael Berry, Nancy Fagan, Lori Lancaster

CEU: NONE

Crisis Prevention and Safety Techniques (CP-45)

Based on the Devereaux Method, this two-day program uses a positive, proactive approach to client management, focusing on staff behavior as the most important aspect of effective and realistic client management strategies. A participatory, interactive format is used to help staff identify potentially volatile situations and determine therapeutic intervention strategies. The second part of this workshop teaches safe techniques for use in crisis prevention. This is a non-confrontational program that helps staff focus on prevention rather than intervention. These techniques enable staff to protect themselves from injury and, if necessary, provide temporary control of youth who may hurt themselves or others, minimizing risk of injury to either party. This curriculum has been reviewed by the PA Department of Public Welfare and is in compliance with 3800 regulations. It includes some training in manual restraint holds.

➔ **Special Info:** Enrollment is limited to 20. Participants should wear casual clothing. Certification will be based upon in-class test results in both crisis prevention and safety techniques. Please note that provision of this method does not necessarily indicate its endorsement over other methods by the PCCYFS.

Dates/Time: July 19 and 20 9:15 AM-4:30 PM (2-day workshop)

Presenters: James Brown, Lori Lancaster

CEU: NONE



Cultural Competence: Understanding and Working Effectively with Latino and Hispanic Families (CCHL-1)

Census 2000 data showed the United States to be more ethnically and racially diverse than at any other time in our nation's history. Census projections estimate that the Latino and Hispanic population will make up 25% of the nation's population by 2050. This population is by no means a monolithic group. Spanish-speaking immigrants come from all over South and Central America and the Caribbean and encompass a wide variety of racial and ethnic backgrounds. This six-hour interactive workshop is intended to help participants understand the great diversity that exists within the Hispanic and Latino communities. Participants will begin to develop some effective strategies for successfully interfacing with these families and have an opportunity to share and apply their personal experiences. A variety of instructional techniques, including lecture, review of reference materials, audio-visual presentations and group participation, will be utilized to provide participants with an enhanced understanding of the "largest" cultural community in the country.

Date/Time: July 20 9:15 AM – 4:30 PM

Presenter: Jorge Velazquez

CEU: PCCYFS/CWLA Pending; Act 48

Cultural Competence: Working with African-American Children and Their Families (AA-39)

In this fast-paced, dynamic program participants will gain an increased awareness of the importance of understanding the cultural context of service delivery to African-American families. Barriers to effective service, the promotion of self-examination and exploration in order to enhance clinical skills will be discussed. In addition, treatment strategies that are geared towards working with this population will be identified.

Dates/Time: July 13 9:15 AM-4:30 PM

Presenter: Vivian Drayton

CEU: TEMPLE; ACT 48

Dealing with Anger (DA-36)

Anger is a human emotion, the expression of which can either improve or subvert any relationship. This course is designed to help staff understand the issues of anger and conflict and to improve skills and techniques which facilitate resolution. The impact of one's own anger is explored in relation to the dynamics of conflict. Methods of expressing anger and the appropriate use of confrontation with clients and staff are presented and discussed.

Date/Time: July 8 9:15 AM-4:30 PM

Presenter: William Boyles

CEU: PCCYFS/CWLA; ACT 48

▼
"The trainer used her personal experiences as a tool to help the class understand the topic in depth."

Delinquency System: An Introduction (DEL-5)

This workshop is designed for child welfare professionals working with adolescents. It will focus on helping participants understand and negotiate the delinquency system. Participants will explore family court, the probation officer, detention, district attorney's office, juvenile rights and specialized programs offered by DHS. Practical information will be offered as this system can be confusing and difficult to access.

Date/Time: July 7 9:15 AM-4:30 PM

Presenter: Tom Quick

CEU: PCCYFS/CWLA

Delinquent and Dependent Families (DDF-4)

This is a highly interactive, *research-based* training that will explicate the factors that impact on delinquent and dependent families. Current research will be utilized to analyze the ways in which dependency and delinquency are inextricably intertwined. An operational definition of fragile families will be presented. Participants will participate in case analysis and make presentations based on the theories and factors that effect fragile families. A strengths-based perspective will be included as a basis for treatment alternatives across culturally specific groups. Domestic violence, the cycle of sexual abuse, substance abuse and juvenile offense behavior will be examined.

Date/Time: August 5 9:15 AM-4:30 PM

Presenters: Rashida Hamlin, Charles Johnson

CEU: PCCYFS/CWLA

Depression in Children and Adolescents: Diagnostic Issues and Intervention Strategies (CD-8)

This workshop will focus on the assessment, diagnosis and construction of care plans for intervention with children and adolescents with depression. Participants will learn about the cognitive, affective and interpersonal signs and symptoms of depression from a developmental perspective. The skills of risk assessment and selection of the appropriate level of care will be highlighted. Participants are encouraged to bring cases they would like to discuss with regard to assessment and planning.

Date/Time: July 21 9:15 AM- 4:30 PM

Presenter: Janet Keyser

CEU: PCCYFS/CWLA; Act 48

Domestic Violence and Children: Causes and Impacts (DV-30)

The focus of this workshop is on the nature and causes of domestic violence and how it impacts children and families. The stages and cycles of violence that can occur within families are explored. Methods to empower people to break patterns of violent behavior are presented.

Date/Time: August 18 9:15 AM-4:30 PM

Presenter: Gloria Gay

CEU: PCCYFS/CWLA

Domestic Violence and Counseling Skills (DVWV-II)

Domestic violence does not only impact those directly involved, it impacts the entire family unit. This workshop will focus on specific counseling skills, techniques and issues which are vital to effectively working with victims and their families.

➡ Prerequisite: This course should be taken as a follow-up to Domestic Violence and Children: Causes and Impacts.

Date/Time: July 19 9:15 AM-4:30 PM

Presenter: Gloria Gay

CEU: PCCYFS/CWLA

NEW **Drug Paraphernalia and Routes of Ingestion (DP-1)**

This two-day workshop is intended to increase understanding of patterns of drug ingestion and also to aid child welfare staff in conducting an accurate risk assessment of the home environment. All the routes of drug ingestion will be presented in conjunction with "real" drug paraphernalia. This workshop is direct and graphic in nature. Instructional methodology will include: didactic lecturing, presentation of audio-video materials and class participation.

Date/Time: July 29 and 30 9:15 AM- 4:30 PM (2-day workshop)

Presenter: Bruce Schaffer

CEU: PCCYFS/CWLA Pending; Act 48

Drugs and the Black Man (EDB-18)

This two-day course is designed to help professionals, in the context of their work with children and families, come to a better understanding of the ways in which African-American males are affected by the disease of addiction. It will also give professionals the opportunity to share experiences that will be helpful in shaping future solutions as more African-Americans seek help through various social service agencies.

Date/Time: August 3 and 4 9:15 AM-4:30 PM (2-day workshop)

Presenter: Tyrone Highsmith

CEU: NONE

DSM-IV: An Overview (DSM-II)

This course, designed for non-clinicians, provides an overview of the system used for psychiatric diagnosis; the Diagnostic and Statistical Manual of Mental Disorders - Fourth Edition (DSM-IV). Participants will be provided with an understanding of the multi-axial system used in making a psychiatric diagnosis and the decision-making process that clinicians use in determining the "best-fit" diagnosis for the presenting systems.

Date/Time: September 28 9:15 AM-4:30 PM

Presenter: Stephen Soffer

CEU: PCCYFS/CWLA; ACT 48

NEW **Employee Performance Appraisals: A Proactive Process (EPA-I)**

This workshop will focus on a structured, employee-centered approach to performance appraisals. The Proactive Evaluation Process (PEP) emphasizes employee involvement, goal setting and empowerment. The use of PEP leads to higher employee motivation, increased productivity, greater job satisfaction and reduced turnover. Participants will learn how to improve job descriptions, set clear evaluation criteria and better coach their employees through the process. In implementing the unique PEP techniques, supervisors will be able to create final written evaluations that are fair, objective and unlikely to be contested. Materials will be provided, which participants can use to assist themselves in effectively implementing PEP with their employees.

Date/Time: July 27 9:15 AM – 4:30 PM

Presenter: William Boyles

CEU: PCCYFS/CWLA Pending

Establishing Boundaries: Taking Care of "Self" (EBT-5)

This workshop assists staff in establishing healthy boundaries between helping professionals and clients. Helping professionals are prone to helping and caring for others with the danger of losing one's self. We will focus on maintaining our "sanity" by providing guidelines to establish effective personal and professional boundaries and to reduce stress. We will also examine how to keep our sense of humor in light of the seriousness of our day-to-day encounters with challenging clients and their families.

Date/Time: July 9 9:15 AM-4:30 PM

Presenter: Donna Debus-Hawk

CEU: PCCYFS/CWLA; ACT 48

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"I appreciated how the trainer was very honest and informative about her own experiences."

NEW **Ethics in Everyday Casework (ESW-1)**

This full-day course provides an introduction to the practical use of social work ethics in daily casework. Utilizing NASW's Code of Ethics as a backdrop, this workshop grapples with the difficulties of applying abstract principles to everyday practice. The stressful nature of casework, particularly in the child welfare field, and the demands that permanency outcome measures put on staff and agencies can make it challenging to keep the primary focus on the client's individual well-being. An understanding of legal issues and challenges can help caseworkers better serve children and their families. Participants will be able to identify, develop and measure their own professional growth. Scenarios, group discussion, handouts and goal setting will be utilized in this workshop.

Date/Time: July 15 9:15 AM-4:30 PM

Presenter: Wendi O'Donnell

CEU: PCCYFS/CWLA Pending

Family Systems Theory (FST-I4)

Becoming familiar with the basic concepts and techniques related to Family Systems Theory can greatly enhance the comfort level and assessment skills of anyone working with families. This workshop will offer an opportunity for staff to strengthen their understanding of family functioning and overall quality of their work with families. Accurately assessing family functioning and knowing how to intervene are particularly vital skills when permanency outcomes for children in custodial care must be decided within a one-year time frame.

Date/Time: September 27 9:15 AM-4:30 PM

Presenter: Bonnie Queen

CEU: PCCYFS/CWLA

Fatherhood: A Changing World (TCWF-6)

Using the child welfare system as a backdrop, this curriculum explores the many roles fathers play in the lives of their children. In this workshop, participants will learn about the changing qualities and characteristics affecting the role and image of today's father. With the understanding that fathers do and can have a positive, negative or benign influence, staff will learn how to enable and motivate them to participate appropriately in the lives of their children. The impact of cultural, generational and religious influences will be used to explain complications to what used to be considered a routine relationship.

Date/Time: August 17 9:15 AM-4:30 PM

Presenter: Bob McCrumm

CEU: PCCYFS/CWLA; ACT 48

First Aid Certification (FA210, FA211)

This certification course teaches first aid skills in accordance with American Red Cross standards and techniques for non-medical staff.

➡ Special Info: Please note that provision of this method does not necessarily indicate its endorsement over other methods by the PCCYFS.

Dates/Times: July 12 9:15 AM-12:30 PM (half-day workshop) **OR**

September 13 9:15 AM-12:30 PM (half-day workshop)

Presenter: Harold Risch

CEU: NONE

Goal-Setting for Youth (GSY-4)

This workshop will offer ways of setting both short and long term goals with adolescents. A youth participation approach will be the basis for this cooperative process. Positive reinforcement, in conjunction with behavior modification, will be discussed for working with youth who are often resistant.

Date/Time: September 23 9:15 AM-4:30 PM

Presenters: Lisbeth Matson, Marilyn Kass

CEU: PCCYFS/CWLA; ACT 48

Housing: Understanding and Navigating the System (HOUS-18)

This course provides an overview of Philadelphia's housing issues. It is primarily directed at those who work with families where access to adequate housing is an issue in caring for children. We will place a special emphasis on locating housing resources to facilitate the return of children to natural families where the family's housing has been identified as a major issue in DHS intervention.

Date/Time: July 22 9:15 AM-4:30 PM

Presenter: Tyrone Highsmith

CEU: NONE

Identifying Infants and Toddlers at Risk for Developmental Delays (ITR-24)

This course provides an introduction for child welfare personnel on how to identify infants and toddlers at risk for developmental and medical problems, and how to access resources for them. A panel of developmental and health care specialists will present. The following topics will be discussed: the impact of prenatal factors such as maternal drug and alcohol use upon fetal development; the conditions especially prevalent among children in the child welfare system, such as failure-to-thrive, lead poisoning, speech/language delays, problems with muscle tone and developmental delays; children's entitlement to early intervention services; and how to access evaluations.

Date/Time: August 5 9:15 AM-4:30 PM

Presenters: Judith Silver and The Starting Young Program Team

CEU: TEMPLE; ACT 48

Independent Living for Adolescents: Help Youth Plan for Their Future Using Life-Mapping Techniques (ILA-3)

This half-day workshop is intended for SIL provider staff and others who work with adolescents. Life-mapping is a technique that helps teenagers make detailed plans for life after age 18. Discharge planning should ideally begin on the date of admission to a supervised living facility, and youth should be actively engaged in every step of the move towards full independence. A sufficiently detailed "life map" can help to generate truly meaningful ISPs and achievable incremental goal plans for teenagers. Staff will learn how to help youth begin to plan for their future and understand the responsibilities and pressures they will face when they "age out" of substitute care.

Date/Time: July 30 9:15 AM – 12:30 PM (half-day workshop)

Presenter: Joan Haldeman

CEU: PCCYFS/CWLA; Act 48

Legal Issues for the Victims of Domestic Violence and Their Children (LIDV-3)

Many parents involved in the child welfare system have been victims of domestic violence. An understanding of the legal issues and challenges facing domestic violence victims can help child welfare professionals better serve children and parents. This course provides an overview of the laws and legal systems that are most frequently used to address the needs of domestic violence victims and their children. The course will address child custody and Protection from Abuse proceedings in the Domestic Relations Division of Philadelphia of Philadelphia Family Court as well as welfare policies and procedures affecting domestic violence victims. Presenters will also discuss the nexus between family violence and substance abuse and its impact on families in the public health, social service and legal systems.

Date/Time: July 21 9:15 AM-4:30 PM

Presenter: Lauren Sorrentino

CEU: PCCYFS/CWLA

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"The trainer had much knowledge about the topic and was very effective in executing the information that he had to offer."

Lesbian, Gay, Bisexual, Transgender and Questioning Youth: An Introduction (WLG-19)

Homosexual youth are considered an invisible, ignored and silent minority who comprise an unknown yet significant percentage of young people. Learning about lesbian, gay, bisexual, transgender and questioning (l/g/b/t/q) youth, assessing their needs and providing services to a population that has neither acknowledgment from social institutions nor a forum for expression poses unique problems. Participants will discover the social/emotional, personal and academic needs of this population, which often go unmet. Practical suggestions to address these needs will be discussed. Youth will also participate in this workshop by sharing their experiences.

Date/Time: August 17 9:15 AM-4:30 PM

Presenter: Carrie Jacobs

CEU: PCCYFS/CWLA; ACT 48

Life Skills Training (LST-36)

If adolescents are to be successful when they move out on their own, they need a positive self-image and the abilities to plan ahead, make decisions, communicate effectively and relate to others. This course provides methods for teaching, reinforcing, modeling and practicing the intangible skills. The program is designed for those professionals who work directly with adolescents and who have the responsibility for teaching independent living skills.

Date/Time: July 26 9:15 AM-4:30 PM

Presenter: Gwen Remsen

CEU: TEMPLE

Mental Illness in Parents and Caregivers: Overcoming the Barriers to Helping Families Cope (WM-14)

When a parent suffers from schizophrenia, bipolar disorder, major depression, borderline personality disorder or other major mental illnesses, "helpers" are often seen as "the enemy" by parents and children. This workshop emphasizes an understanding approach to these disorders that can help child welfare staff earn the trust of parents and children. Widespread societal stigma about mental illness, fear, lack of insight and previous negative experiences with "helping systems" often lead to treatment avoidance. Videos, guest lecturers and handouts will be utilized to offer powerful insights into the fears, wishes and needs of parents with severe mental illness and their children.

Date/Time: July 29 9:15 AM-4:30 PM

Presenter: Edie Mannion

CEU: PCCYFS/CWLA

NEW Music: Its Impact on Adolescents and What Staff Can Do (MU-1)

Today's music plays a significant role in the lives of children and adolescents. With social upheaval, family dysfunction and changing societal milieu as its roots, the affect of this music on children and adolescents very often shapes their opinions and choices. Its affect on those involved in the child welfare system, children and adolescents considered at risk due to dysfunctional family relationships, needs to be examined from different perspectives. While the music is often viewed as offensive and degrading, it can be used by child welfare staff as a way to communicate and work with children and adolescents. Participants will learn the historical development of today's music, including hip hop and rap and its intended messages. We will discuss the actual messages received by children and adolescents; its impact on their emotions, behaviors and opinion; and how staff can use it as a tool to effect positive change in the lives of their clients.

Date/Time: September 21 9:15 AM – 4:30 PM

Presenter: Brother Robb Carter

CEU: PCCYFS/CWLA Pending; Act 48

Parental Addiction: Its Impact on Children and Caregivers in the Extended Family (AP-34)

This course explores the many issues faced by a child raised in an addictive home including: the family climate, the child's attitudes towards his/ her parents, and unspoken family rules and secrets. The course emphasizes identification of child mistreatment in the addicted family and strategies for assessment and referral. The symptoms of parental addiction in relation to the needs of the child are also addressed. This workshop is recommended for staff who are currently working with a family in which there is a parent with an identified substance abuse problem.

Date/Time: September 29 9:15 AM-4:30 PM

Presenter: Raelyn Harman

CEU: TEMPLE

Positive Youth Development: Core Course (PYDN-21)

This two-day course is for staff members who work directly with youth, ages 10 to 20, or those who supervise such staff. The course provides a framework for Positive Youth Development, based on The B.E.S.T. Initiative—a national demonstration project to advance the field of youth work. Participants will learn new strategies for working with youth using an “asset, resiliency and strength-building” model, which includes “at risk” youth. Participants will be able to: Identify developmental characteristics of youth; identify the assets needed by youth for success; identify strategies for youth participation; demonstrate caring behaviors that promote positive youth outcomes; and develop indicators to measure their own professional development.

➡ Special Info: It is recommended that agencies send a team of staff. Enrollment is limited to 18.

Date/Time: September 20 and 21 9:15 AM-4:30 PM (2-day workshop)

Presenter: Lisbeth Matson

CEU: PCCYFS/CWLA; ACT 48

Problem-Solving Skills for Children and Teens (PROB-20)

Utilizing a step-by-step process, this course teaches a clear approach to helping children and adolescents make better decisions and to solving problems without violence. Techniques learned can be used in one-on-one sessions or in groups. This practical approach is easy to learn and teach and can serve as a keystone to intervention and treatment.

Date/Time: July 6 9:15 AM-4:30 PM

Presenter: William Boyles

CEU: PCCYFS/CWLA; ACT 48

Resistant Clients: An Introduction (ISW-13)

Child welfare staff often find themselves working with clients who did not choose or are resistant to social work intervention. Though required to provide assistance, staff are often frustrated and challenged by these “reticent” clients. Participants in this workshop learn to recognize clients’ “normal pattern of reactance” to involuntary social work interventions and how to develop service contracts, which are honest and non-coercive, thereby affording the client a range of thoughtful, potential choices. Ethical considerations and social work values are carefully considered as well.

Date/Time: September 22 9:15 AM-4:30 PM

Presenter: Vic Compher

CEU: PCCYFS/CWLA

Schools as Partners (ESP-5)

This training will help to increase the worker's understanding of the school system in order to build successful partnerships with school personnel. It will examine the eligibility criteria for special education, discuss rights and responsibilities of special education students and will address ways workers can be advocates for the families with whom they work.

Date/Time: July 28 9:15 AM-4:30 PM

Presenter: Judy Heath

CEU: PCCYFS/CWLA; ACT 48

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“The trainer had the ability to control the class, and he kept the topic intense and alive!”

NEW **Sex and Drugs: Help Clients Be Safe (SD-1)**

Adolescents and young adults in substitute care are at higher risk than the general population for engaging in extremely dangerous behaviors with sex and drugs. Case workers who have developed some level of trust and confidence with their clients are often unsure of the best approach to help clients recognize and realistically deal with these matters. In this workshop, participants will discuss what and how to communicate without turning the clients off or jeopardizing the case worker/client connection. Areas to be considered include adolescent attitudes about sex and women; current substance abuse patterns among youth including abuse of alcohol, current popular drugs, and prescription medications; emerging trends in sexually transmitted infections/contraceptives; effective strategies for identifying and interacting with active users and the role of confidentiality when adolescents are an immediate threat to themselves and others. Attendees will have the opportunity to examine their own value system and its impact on providing services.

Date/Time: August 19 9:15 AM-4:30 PM

Presenters: Rashida Hamlin, Charles Johnson

CEU: PCCYFS/CWLA Pending; ACT 48

Sexual Abuse: Basics to Understanding and Intervening (SAB-21)

This course is designed for new workers, experienced workers who feel uncomfortable addressing sexual abuse, or any one feeling a need for a refresher course. The material presented will include a basic overview of types of sexual abuse, the myths about sexual abuse, signs and symptoms of sexual abuse and post-traumatic stress disorder. The workshop will also address worker resistance to intervening with sexually abused children/adolescents and will discuss clinical intervention skills. Participants will learn to identify common misconceptions and "cop-outs" used by workers to avoid dealing directly with issues of sexual abuse.

Date/Time: August 2 9:15 AM-4:30 PM

Presenter: Joan Haldeman

CEU: PCCYFS/CWLA; ACT 48

Sexual Abuse: Surviving and Healing (SAS-16)

Part One of this course focuses on the life skills deemed necessary for sexually abused children/adolescents to move from "victimhood" to "survivorhood." The workshop will provide staff with the tools necessary to teach sexually abused clients basic "soft" life skills like anger management, stress management, problem solving, assertiveness, self esteem and social skills. Part Two will present beginning level information on how to identify and understand signs, structure and dynamics within the incestuous/sexually abusive family.

Date/Time: September 30 9:15 AM-4:30 PM

Presenter: Joan Haldeman

CEU: PCCYFS/CWLA

Suicide Prevention and Early Intervention with Children and Adolescents (SP-36)

Participants will learn: the facts and figures regarding child and adolescent suicide; the warning signs and risk factors; and how to evaluate and intervene in a suicidal crisis. The workshop utilizes both experiential and didactic modalities. This course is provided by the Project PRIDE staff of the Jewish Family and Children's Services, a PCCYFS member agency.

Date/Time: July 26 9:15 AM-4:30 PM

Presenters: Betsi Bell-Brann, Tami Jackson

CEU: PCCYFS/CWLA; ACT 48

Talking with Teens So They'll Listen and Listening to Teens So They'll Talk (TTEEN-14)

There are no quick fixes for talking and connecting with teens, but more effective communication skills can help bridge the generational divide. This workshop blends theories of basic interpersonal communication with positive youth development (which focuses on a strength-based, resiliency model instead of a pathology or prevention model). Participants are encouraged to bring cases to use as examples during group activities so they can share their own experiences and some of the challenges they face in their day-to-day communication with teens.

Dates/Time: September 29 9:15 AM-4:30 PM

Presenters: Betsi Bell-Brann, Tami Jackson

CEU: PCCYFS/CWLA; ACT 48

Team Building: Working Together to Ensure Good Outcomes for Children in Care (TB-8)

Team building both within agencies and between the various stakeholders in the child welfare field is vital for ensuring the best possible outcomes for children in custodial care. This workshop will help participants to develop a powerful, effective and collaborative work environment. There will be a particular emphasis upon learning specific techniques for building workplace cooperation and transcending work style, personality and organizational differences.

Date/Time: September 30 9:15 AM- 4:30 PM

Presenter: Robert Isaacson

CEU: PCCYFS/CWLA; ACT 48

Time Management: Living the Life You've Always Wanted (TMN-8)

The workplace demands placed upon child welfare workers can be overwhelming. Adding family obligations to the mix—children at home, aging parents, a spouse that needs attention—can leave even the most capable individual feeling anxious and guilty about what they are not doing. This workshop will go beyond teaching traditional time management techniques to helping participants articulate and realize important life goals.

Date/Time: July 9 9:15 AM- 4:30 PM

Presenter: Robert Isaacson

CEU: PCCYFS/CWLA; ACT 48

Trainer Biographies

BETSI BELL-BRANN, MSW (PCCYFS Member Agency Trainer!)

Ms. Bell-Brann, a prevention specialist and supervisor at Project PRIDE, a program of Jewish Family & Children's Service, is co-creator of a suicide prevention and early intervention workshop for professionals. She facilitates school and community-based prevention groups for children, adolescents, parents and school personnel.

MICHAEL BERRY

Mr. Berry is a mental health technician at Bryn Mawr Hospital. He is a certified instructor in First Aid and Adult & Pediatric CPR with both the American Red Cross and the American Heart Association. Mr. Berry is also an experienced trainer in Crisis Prevention & Safety Techniques.

BETH BITLER, MS

Ms. Bitler has been the program director for Parents Anonymous of Pennsylvania since 1999. Previously, she was the executive director of a family-support program in Berks County. She has a Master's degree in Nonprofit Administration from West Chester University and has taught parenting classes and support groups for parents for over 13 years.

PAUL BOTTALLA

Mr. Bottalla is a policy analyst with the Philadelphia Department of Human Services and has been involved in the child welfare field since 1985. Mr. Bottalla has a breadth of experience including: work in Family Court, development of a Philadelphia CYD Policy Manual, and as a facilitator for training sessions on mandated reporting.

WILLIAM BOYLES, MEd

Mr. Boyles has done extensive work with at-risk youth including as CEO of a children's residential treatment center. He studied adult education/training at the University of North Carolina School of Social Work. Mr. Boyles is executive director of the Child Care Coalition, providing leadership consultation and training services to child welfare agencies.

JAMES BROWN

Mr. Brown is a certified trainer in Safe Physical Management, Behavior Management, Safety Techniques and Staff Effectiveness. He worked as the Southeast Region Training Coordinator with Wordsworth Academy and trained staff members from different independent agencies as well as foster parents throughout Montgomery, Bucks and Philadelphia counties.

BROTHER ROBB CARTER, MSW

Br. Carter has close to 30 years of experience working with youth as an educator and a counselor. "Brother Robb" (as he is called by many young people) is also a performing artist and musician.

AMY CHIPETZ, LSW

Ms. Chipetz began her career as an intensive in-home social worker. In 1980, she became a protective service supervisor and was promoted to social work administrator in 1985. Since then, Ms. Chipetz has become a certified trainer for the Competency-Based Training Program and has been involved in Supervisory CORE training.

VIC COMPHER, MSS

Mr. Compher has practiced and taught child welfare as a social worker, supervisor and administrator at Philadelphia's County Children and Youth Agency and private agencies for over 25 years. He has worked as a clinical social worker in a hospice setting and currently works at Interac Community Mental Health Services.

CHERYL CUTRONA, ESQ.

Ms. Cutrona is executive director of the Good Shepherd Mediation Program (GSMP). She is a mediator, trainer, writer and editor. In addition to her work at GSMP, she mediates for the PA Department of Education Office of Dispute Resolution, the U.S. Equal Employment Opportunity Commission and the United States Postal Service.

DONNA DEBUS-HAWK, MS

Ms. Hawk is a graduate of Penn State University and has over 16 years of experience with high-risk adolescents and adults through her work in prevention and treatment settings ranging from the kindergarten classroom to the prison cell block. Her presentations are eclectic, high-energy and didactic while incorporating a strength-based asset approach.

VIVIAN DRAYTON, LSW (PCCYFS Member Agency Trainer!)

Ms. Drayton has a 30-year background in mental health and child welfare services. She presents a variety of topics both locally and nationally. She is presently executive director of the Supportive Child/Adult Network (SCAN), a PCCYFS member agency.

NANCY FAGAN, MSW (PCCYFS Member Agency Trainer!)

Ms. Fagan has been a social worker in the foster care department of the Jewish Family and Children's Service for more than 14 years. She is currently the director of Intake and Recruitment at JFCS. Ms. Fagan has been teaching CPR to social workers and foster parents for 12 years.

MICHELLE FORTE-PERRY, LSW

Ms. Forte-Perry is a social worker and advocate for families involved with the child welfare system. In addition, she is the writer/producer of the documentary "Unfit?," which examines the lives and experiences of families involved with Philadelphia Dependency Court. Formerly the coordinator of the Parents and Developmental Disabilities Program at SCAN, Ms. Forte-Perry currently works independently as a workshop facilitator.

ERNESTINE GARNETT-BANAS, MSS, LSW

Mrs. Banas has been a child advocate supervisor at the Philadelphia Defenders Association for four years and a child advocate for 11 years. She has worked with the state and through the Good Shepherd Mediation Program. Her professional background is varied with prior experience in foster care, welfare case management and mediation. She received her Master's degree from Bryn Mawr College in Social Service.

GLORIA GAY, MSW

Currently associate director of the Pennsylvania Women's Center at the University of Pennsylvania, Ms. Gay has distinguished herself as a leader in the field of human sexuality, particularly as it relates to women's issues such as poverty, family planning and domestic violence. Ms. Gay is an adjunct professor at the University of Pennsylvania in the School of Social Work.

JOAN HALDEMAN, LSW (PCCYFS Member Agency Trainer!)

Ms. Haldeman is deputy director for PathWaysPA, formerly the Women's Association for Women's Alternatives. She is responsible for the overall operation of the agency's child welfare programs including teen-mother programs, home-based services, truancy services and the Women's Alternative Center.

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*"The style
of the
trainer's
presentation
wasn't
boring—
it was
rather
unique!"*

JAMES HALEY, MSS, LSW

A former teacher and high-school administrator, Mr. Haley has been involved in child welfare for over 12 years. Before joining the social service staff at the Philadelphia Defenders Association, Mr. Haley served as a regional director and training director in the nonprofit sector of child welfare services. His Master's degree in Education is from Villanova University, and his Master of Social Services degree is from Bryn Mawr College.

RASHIDA HAMLIN, MSW (PCCYFS Member Agency Trainer!)

Ms. Hamlin is a clinical case manager at Devereux Community Services. She has also been a director of The Woman's Empowerment Zone for welfare-to-work mothers. Ms. Hamlin provides training to DHS/JJS personnel at the Youth Study Center.

RAELYN HARMAN, MSW

Ms. Harman has worked for 16 years in public schools and at the Philadelphia Department of Human Services as a social worker, supervisor and administrator. She is a PA Child Welfare Competency-Based trainer and has been certified as an advanced trainer by the Cambridge and Sommerville Program for Alcohol Rehabilitation.

JUDY HEATH, LSW

Ms. Heath has worked in the child welfare field for 14 years. Her experience includes work in a private foster-care agency providing services to children and families from Philadelphia and Montgomery counties. Ms. Heath has been a child abuse investigator and a foster care supervisor. Currently, Ms. Heath works for the Bucks County Intermediate Unit as a school social worker in the Bristol Township School District.

TYRONE HIGHSMITH

A graduate of Lincoln University, Mr. Highsmith has been working in the drug and alcohol field for 12 years as a trainer and consultant. He has Horizon House Certification in mental health and AIDS education. He has also worked extensively with the chronically homeless population. Mr. Highsmith has been training with the PCCYFS for 10 years!

ROBERT A. ISAACSON, LSW

Mr. Isaacson is a coach, trainer, organizational expert and clinical social worker with over 20 years of experience. He worked with families at the city of Philadelphia's Department of Human Services for over 12 years. Mr. Isaacson, known as the "success coach" is president of Full Circle Solutions. He coaches, trains and consults with individuals, businesses, hospitals, universities and governmental entities.

TAMI JACKSON, MSW (PCCYFS Member Agency Trainer!)

Ms. Tami Jackson is a supervisor and prevention specialist with Project PRIDE. She provides group-counseling services to adolescents in the Philadelphia public-school system. Ms. Jackson has been employed in social services for 15 years and has expertise in the dynamics of African-American families.

CARRIE JACOBS, PhD, LSW

Dr. Jacobs is the executive director and cofounder of The Attic Youth Center, a youth-run agency for lesbian, gay, bisexual, transgender and questioning youth. The Attic is now one of the largest and most fully programmed sexual minority youth centers in the country.

CHARLES JOHNSON, PhD

Dr. Johnson has a Doctoral degree in Urban Studies and Public Administration and a Master's degree in Public Administration. In addition to employment as an instructor at Temple University in Political Science, Mr. Johnson is an administrator in the Division of Juvenile Services with the Philadelphia Department of Human Services.

MARILYN KASS, MA

Ms. Kass has been employed in the field of youth work as a direct service provider, supervisor and program manager. She currently works independently as a workshop facilitator, family strengthening trainer and certified sign language interpreter.

JANET KEYSER, MS

Ms. Keyser is a licensed psychologist who has worked in the behavioral health field with a focus on preserving and/or reuniting families affected by addiction/mental health. She has provided training sessions locally and nationally in the areas of cross-systems training and staff development with a family-focused perspective.

SHAWN LACY, ESQ.

Ms. Lacy has been practicing law for 25 years. Most of her professional career has been devoted to child advocacy, and she brings a wealth of knowledge and experience to PCCYFS. Ms. Lacy sat as the first master (hearing officer) in dependency court from 1984-1987, presiding over cases involving both dependent and delinquent children and handling contested cases as well as review hearings. Ms. Lacy has served as the assistant chief of the Child Advocacy Unit for the Philadelphia Defenders Association since 1990.

LORI LANCASTER, MHS (PCCYFS Member Agency Trainer!)

Ms. Lancaster has been working in the Human Service field for the past 15 years. Her training specialty is crisis prevention for at-risk adolescents and adults. Her experience consists of being a direct-care provider, supervisor, therapist and program coordinator.

JENNIFER LEVY, MA

Ms. Levy is the founder and director of The Phoenix Education Group, an organization that provides workshops, consultation, curricula and publications regarding the sexual abuse and assault of children, teens and adults to professionals, schools and community groups. She is also an adjunct professor in the Communication Studies departments of Rowan University, Ursinus College and Delaware County Community College.

MICHAEL L. LEWIS, MSW, LSW

Mr. Lewis is the director of Social Services for the Philadelphia Defenders Association. He has 28 years of professional social work experience and 23 years working as a child advocate. Mr. Lewis has been an adjunct faculty member of Cabrini College for over 15 years while serving as a member of its Social Work Department Advisory Board.

ANGELA MACEY, MSW (PCCYFS Member Agency Trainer!)

Ms. Macey has 15 years of diverse social work experience and is currently a foster parent supervisor at Youth Services, Inc. She has facilitated courses in a variety of settings including schools, community centers and churches. As a previous training coordinator for a child welfare agency, Ms. Macey was responsible for providing education and training for staff and foster parents as mandated by city and state regulations. Ms. Macey also served as the assistant school administrator for a private school, where she functioned as a vice principal.

EDIE MANNION, BA, MFT

Ms. Mannion is the director and cofounder of the Training and Education Consultation Family Center at the Mental Health Association of Southeastern Pennsylvania. She is also a therapist and trainer in private practice, a guest lecturer at local colleges and an adjunct faculty member at two psychiatric residency programs in Philadelphia.

LISBETH MATSON, LSW

Ms. Matson has over 15 years of experience in the child welfare arena. She has worked as a residential counselor, state social worker, supervisor, residential director and as an administrator of foster care, SCOH and community-based programs. Ms. Matson also has experience as a play therapist on a pediatric unit at a local hospital.

BOB MCCRUMM, MHS

Mr. McCrumm has been a counselor of individuals and families since 1971. Presently, he administrates the Pennsylvania Parent Information Resource Center, which is a statewide initiative funded by the US Department of Education.

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"There was proof that the trainer invested a lot of time in researching the topic, and she was willing to stop and answer all questions."

WILLIAM W. NORVELL, III, ESQ.

Mr. Norvell is chief of the Child Advocacy Unit (CAU) of the Philadelphia Defenders Association. He serves on the Philadelphia County's Court Improvement Program Advisory Committee, the faculty of Philadelphia's Court-Appointed Special Advocate Program and the Board of Directors of Family Support Services. As chief of the CAU, Mr. Norvell is responsible for the overall supervision of twenty lawyers and forty social workers who are engaged in the representation of over 7,000 children in Philadelphia County Dependency Court.

WENDI O'DONNELL, MS (PCCYFS Member Agency Trainer!)

Ms. O'Donnell, regional director of The Children's Choice, has a Master's degree in Child and Youth Administration as well as 16 years of experience in specialized foster care and adoption services. She has held positions ranging from recreational aide to Regional Director. Ms. O'Donnell is certified to train Crisis Prevention & Safety Techniques.

STEPHEN PFEIFFER, ACSW

Mr. Pfeiffer has over 20 years of experience in child welfare. He has served as a senior staff trainer for the state of New Jersey and has conducted numerous workshops and seminars on issues related to children in placement.

BONNIE QUEEN, MSW

Ms. Queen is an adjunct faculty member at Widener University, a consultant to various human services agencies and a therapist in private practice. Ms. Queen worked for 25 years in the field of child welfare in both public and private sectors.

TOM QUICK, MSW (PCCYFS Member Agency Trainer!)

Mr. Quick is Director of Clinical Services at Caring People Alliance.. He has an extensive background in the delinquent system, having served as the assistant director of the city's Juvenile Detention Center (Youth Study Center) for the past 19 years.

GWEN REMSEN, MEd

Ms. Remsen is an educator, master trainer, counselor, author, administrator and gifted motivational and inspirational speaker. For more than a decade she has trained professionals in a myriad of areas including stress management, life skills, cultural diversity, team building and conflict resolution in the public and private sectors.

HAROLD RISCH

Mr. Risch is a certified CPR and first aid instructor and has been with the EMS Education Department at Albert Einstein Medical Center since 1992. He is also an instructor trainer for the American Heart Association.

CLAIRE ROSENSTEIN, MSW, LSW

Ms. Rosenstein has worked in the Child Advocacy Unit of the Philadelphia Defender's Association for over 20 years, where she is currently a Child Advocate Social Work Supervisor. She has worked in all aspects of dependency, with expertise in the areas of termination of parental rights and adoption.

BRUCE SCHAFFER, MEd

Mr. Schaffer has over 30 years' experience in the human service field, primarily in drug and alcohol rehabilitation and forensics (jail, prison, criminal justice involvement). He is a consultant to an AIDS service organization in Chester, PA, and is a member of the Pennsylvania Department of Health's HIV Training Team . Mr. Schaeffer has extensive past experience training professionals, including child welfare professionals, in various human service systems on chemical dependency and human sexuality.

RUTH SEFARBI, PhD, MSW

Dr. Sefarbi specializes in the area of sexual abuse and adolescent sex offenders. She was a staff member of the Philadelphia Child Guidance Clinic for 30 years as a clinician, trainer and administrator and is now a senior faculty member of the Philadelphia Child and Family Therapy Training Center, Inc.

JUDITH SILVER, PhD, & THE STARTING YOUNG PROGRAM TEAM

The Starting Young Program Team is a multidisciplinary medical and developmental follow-up program for infants and toddlers receiving foster care, SCOH and family-preservation services. The program is based at The Primary Care Center of the Children's Hospital of Philadelphia. The presenters include a pediatrician, speech-language pathologist, pediatric social worker, and an early intervention service coordinator from ChildLink.

STEPHEN SOFFER, PhD

Dr. Soffer is a clinical child and adolescent psychologist at the Children's Seashore House of The Children's Hospital of Philadelphia. He is a staff psychologist for the Center of Management of ADHD, providing assessment and treatment services for children and adolescents with attention, behavior and learning problems.

LAUREN SORRENTINO, ESQ.

Ms. Sorrentino is an Independence Foundation Fellow and a recent graduate of the University of California at Berkeley School of Law (Boalt Hall). She engages in policy advocacy to improve systemic responses to domestic violence victims and works on litigation initiatives to remedy gender discrimination.

KEVIN STICHTER, MSCJ (PCCYFS Member Agency Trainer)

Mr. Stichter has been employed by CONCERN since May 1979 and is presently the director of Delinquency Services. He received his Bachelor's degree from Alvernia College and his Master's degree from Marywood College. Mr. Stichter is a certified Balanced and Restorative Justice (BARJ) trainer.

LISA CITRON TAGLANG, MEd

Ms. Taglang received her Master's in Education from the University of Pennsylvania in 1996 and is currently the Education and Training Manager for Planned Parenthood Southeastern Pennsylvania. Ms. Taglang oversees coordination of community education programs, supervises volunteer educators and community partners, and facilitates professional development training on issues related to sexuality.

NANINA TAKLA, JD

Nanina Takla is a staff attorney in the Community Legal Services' Family Advocacy Unit, representing parents in Dependency Court. She has a particular interest in working with developmentally delayed parents, both by providing direct legal services, as well as advocating for the improvement of services for this population.

LIZ THUL, LSW

Ms. Thul is a social worker in the Family Advocacy Unit (FAU) at Community Legal Services and advocates on behalf of parents involved with the Department of Human Services (DHS). FAU annually represents hundreds of parents throughout the intense process of maintaining and regaining custody of their children. Ms. Thul received her undergraduate and graduate degrees in social work from Temple University School of Social Administration (SSA).

JORGE VELAZQUEZ, JR., MPA

Mr. Velazquez is a freelance consultant and facilitator specializing in cultural competence, political affairs, disproportionality, and diversity issues. He was the former Director of Cultural Competence for the Child Welfare League of America (CWLA) responsible for the development and implementation of national cultural competence principles. Mr. Velazquez also served in the Clinton Administration as Special Assistant to the Director in the Office of Refugee Resettlement and with the Assistant Secretary's Office in the Administration for Children and Families. Before that, Mr. Velazquez was employed by the Division of Family Services (Child Protective Services) for four years in Delaware, handling staff development, foster-parent recruitment, and language minorities relations. Mr. Velazquez served on the Governor's Council on Hispanic Affairs and the CWLA National Advisory Council of Latino Executives.

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