

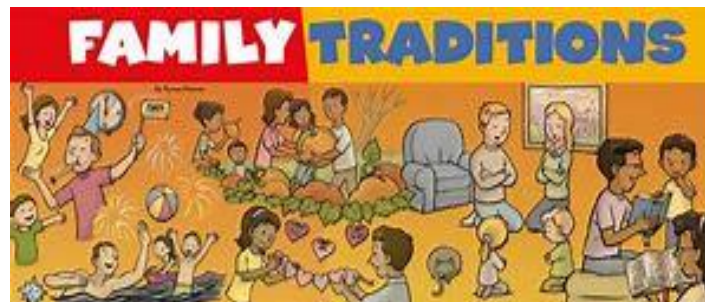


VOLUNTEER TRAINING

Leadership of Racine and RCHSD

VOLUNTEER TRAINING- WELCOME!

- Thank you for taking the time to be a volunteer with RCHSD Foster Care Unit
- The purpose of this training: For volunteers to have information and tools needed to provide confident, quality care for children waiting for placement at the RC Human Services Building.
- New training so feedback is valuable.
- Logistics (timeframe, breaks, Lunch?, etc.)
- Introductions (Name, volunteer interest, and a share a favorite family tradition)



REMINDER FOR SELF CARE

- Please know some of the material we will be covering today can be difficult to discuss. Take a break or let me know if you need a break as we go through these topics. Also, feel free to talk to me during break times.





The CPS Process

- A resource for understanding acronyms in child welfare (handout 1)
- How a child comes into care
- ReMoved- A child's perspective
- A few facts about foster care in Racine County
- The importance of confidentiality (handout 2)
- Understanding the reporting process

Basic Understanding of Trauma on Development and Behavior

- Before we begin....it's important to understand our own perspectives and culture (handout 3)
- Childhood Development (handout 4)
- Behaviors from traumatic events or repeated trauma exposure
- Impact of trauma on development (handout 5)
- Grief

Your Role as a Volunteer and who to talk to

- Being with children when you're volunteering at HSD / consider their perspective
- Rules and contacts if you have concerns or questions when being with a child at HSD
- Activities and regulation; being a supportive presence
- Self care
- Wrap up: Q&A
- Tour and Thank you!

TODAY WE WILL
LEARN ABOUT....





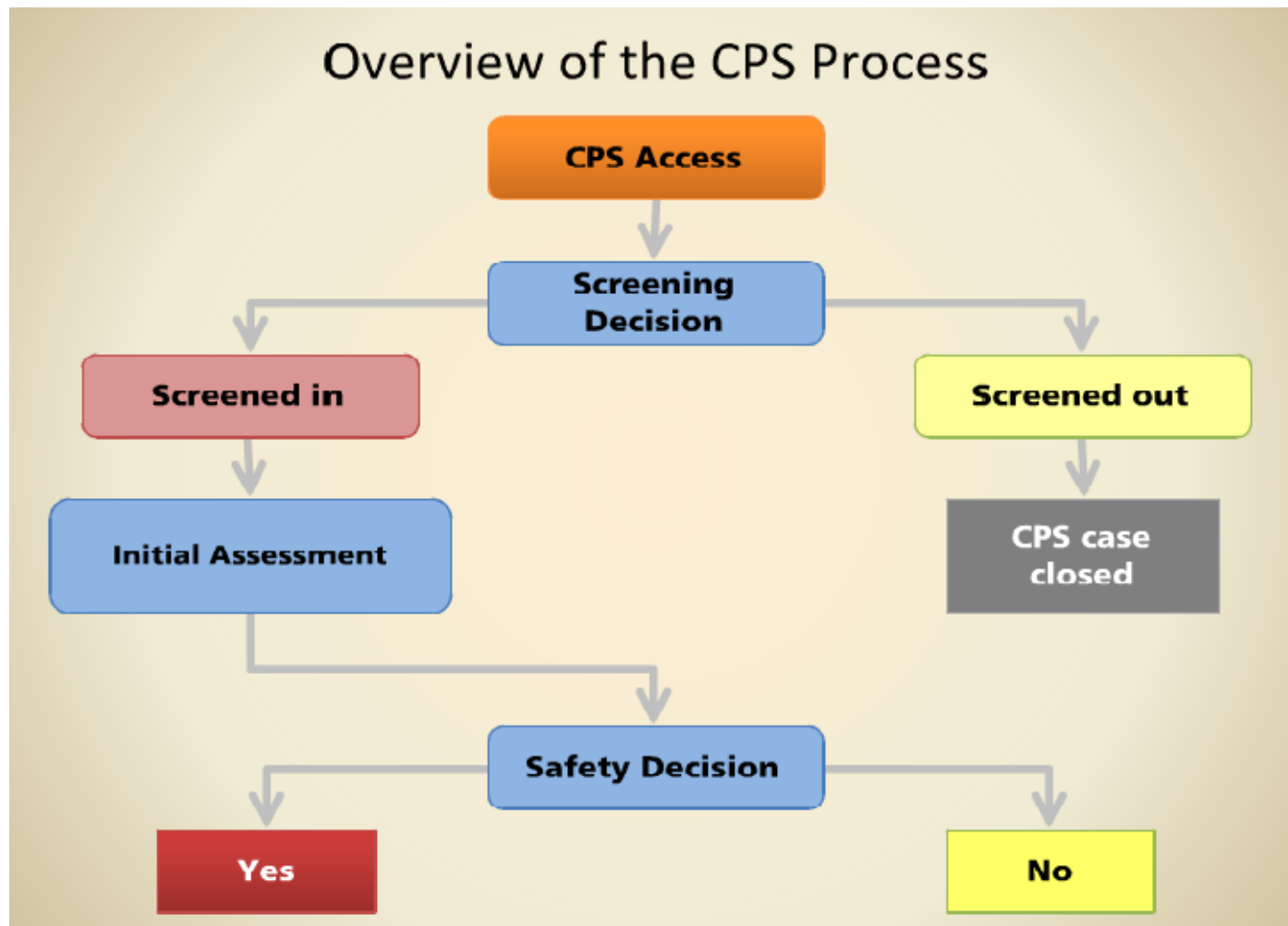
ACRONYM SCENARIO FROM FOUNDATIONS

Definitions Handout for common child welfare acronyms for Foster Parents that is also helpful for Volunteers

The Department has a child who we would like you to consider for placement in your home. On the surface, this looks a bit like a JIPS case but really it's a CHIPS. Johnny Jones is on a TPC at this time. There is some potential for a TPR especially considering the ongoing CPS contact. The social worker has determined that he's an ICWA kid. You will be given the MA card and can expect a visit from the CASA. The GAL wants an AODA assessment for mom and would like us to coordinate with Economic Support for W2. Johnny is scheduled for an IEP and tested for LD, ID, and even EBD. From his behavior at school, it seems that he's ADD for sure and possibly even ADHD. He doesn't need IL services yet but we should start planning for that.- Foundation curriculum 2016



Overview of the CPS Process



HOW A CHILD CAN COME INTO FOSTER CARE

- safety plans
- relative options
- foster home placement



REMOVED-

<https://www.youtube.com/watch?v=IOeQUwdAjE0&t=4s>

A child's perspective



A FEW FACTS ABOUT FOSTER CARE

GENERAL FACTS

Foster homes are temporary placements for children 0-18 yrs. old, who cannot be safely or adequately cared for in their own homes.

Abuse, neglect, and abandonment are the most common reasons why children are placed in foster homes.

The amount of time a child stays in foster care can vary from as little as a few days to a number of years.

IN RACINE...

- As of May, 2017 there are approximately 350 Racine County children placed in out of home care
- 225 children placed in foster homes in Racine County.
- Approximately 125 children are placed in care outside of Racine County.



WHAT THIS MEANS BY COMPARISON...

IN RACINE...

- In 2016 we had a total of 511 Racine County children placed in out of home care. Currently, we already have about 350 children in out of home care this year.
- In 2016 Racine County children were placed in 127 licensed foster homes. **45 of these homes were outside of Racine County. Approximately 1 out of every 5 children could not be placed in their community.**
- In 2016 there were 101 Racine County youth placed in treatment foster care homes. **Approximately 40% were not able to get a best possible matching placement.** Approximately 45% of the treatment foster care placements were outside of Racine County.
- In 2016 approximately 60% of the children placed in care were from sibling groups and had to be separated, or placed out of Racine County to maintain their sibling connection, or were in a higher level of care than needed.



LOOKING FROM WHERE WE WERE TO WHERE WE ARE HEADED...

- Average daily number of number of Children in Out of Home Care continues to significantly rise:

2014 – 176

2015 – 210

2016 – 249 **As of May, 2017 – 288**

- Number of approximate families served continues to increase:

2014 - 240

2015 – 270

2016 – 304

- Number of approximate children served continues to increase:

2014 - 559

2015 – 585

2016 – 667

VOLUNTEER TRAINING- CONFIDENTIALITY

CONFIDENTIALITY

- DPI discussion on confidentiality:
- The confidentiality of information regarding children and their families is critical to maintaining our professional relationship with families and assuring the privacy of families served by both child welfare agencies and schools. All employees (and volunteers) of these agencies should guarantee that this personal information is protected.

CONFIDENTIALITY AND REPORTING

- What can be shared and who you can share it with (see handout 2)
- Times you may have to report information
- The reporting process...





VOLUNTEER TRAINING – REPORTING PROCESS

- As volunteers you will be required to report information that the child shares with you that someone has caused them harm, could cause them harm, if they know of others being harmed, or if they are harming/thinking of harming themselves.
- The advantage of volunteering at RCHSD is that you will have a contact person and case manager that you can update and they will walk you through the process if needed.
- You're not an investigator. We don't want you questioning the children as this can be hard for them, could potentially create conflict when they are professionally interviewed. However, children talk and they could share with you, or you could notice something of concern.



VOLUNTEER TRAINING- CULTURE AND PERSPECTIVE

- What is Culture? (handout 3)
- Culture is more complex than either ethnicity or race. Culture is a system of values, beliefs, attitudes, traditions, and standards of behavior that govern the organization of people into social groups and regulate both individual and group behavior. Culture is adaptive; it is created by groups of individuals and incorporated into group life to assure the survival and well-being of the group's members.-Foundation curriculum 2016
- Why is understanding culture important in being a volunteer?

VOLUNTEER TRAINING- CULTURE AND PERSPECTIVE

- Ex: Greetings





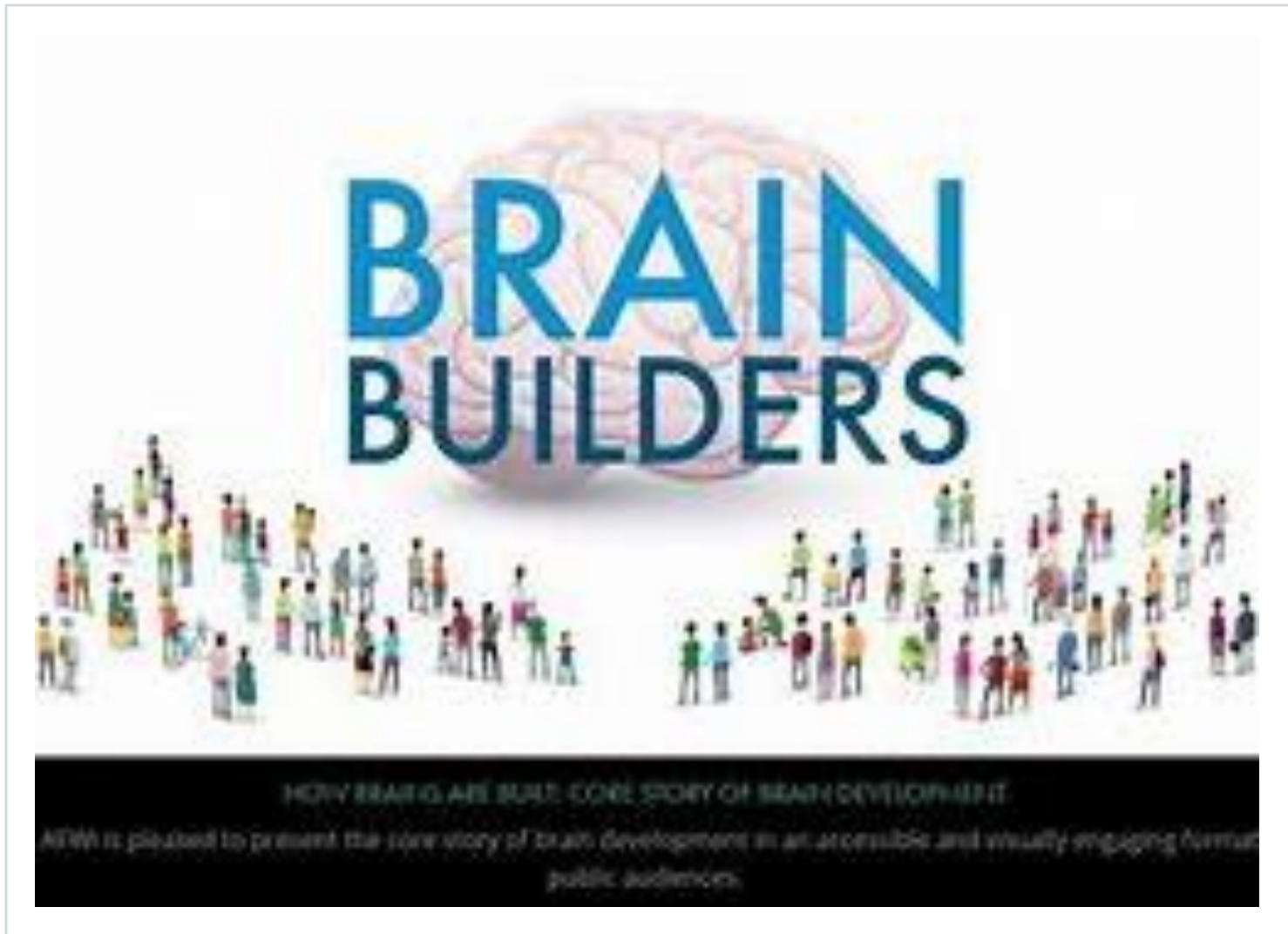
UNDERSTANDING YOUR OWN CULTURE AND PERSPECTIVE

- A shift in perspective can bring a new reality. Helping those charged with caring for people struggling with trauma by simply changing the question from “What is wrong with you?” to “What has happened to you and how can I support you?” can bring enormous understanding.-SaintA website
- Ex: How culture influences perspective – showing affection; learned from greetings
- Ex: Mother of sibling set viewed through initial lens
- How do you think your perspective of where a child has come from will influence your engagement with them?

THE IMPORTANCE OF BEING AWARE OF YOUR OWN VIEWS



- Ex: Views of affection –How it affected my interpretation of others
- Ex 2: Children of divorce-children are aware of adult’s responses to their loved ones
- Ex: Mother of sibling set con’t-Asking what happened and how that reshaped views and outcomes
- Understanding and awareness does not mean excusing; it’s about connecting



HOW THE BRAIN IS BUILT

<https://www.youtube.com/watch?v=LmVWOe1ky8s&t=7s>

Basic building blocks

CHILDHOOD DEVELOPMENT

- Exploring childhood development behaviors (handout 4)
- The Five Domains of Development
- Social
- Emotional
- Physical
- Cognitive
- Sexual





WHAT IS TRAUMA

- **Psychological trauma** is a type of damage to the mind that occurs as a result of a severely distressing event. Trauma is often the result of an overwhelming amount of stress that exceeds one's ability to cope, or integrate the emotions involved with that experience.^[1] A traumatic event involves one's experience, or repeating events of being overwhelmed that can be precipitated in weeks, years, or even decades as the person struggles to cope with the immediate circumstances, eventually leading to serious, long-term negative consequences.
- However, trauma differs between individuals, according to their subjective experiences. People will react to similar events differently. In other words, not all people who experience a potentially traumatic event will actually become psychologically traumatized.^[2] However, it is possible to develop posttraumatic stress disorder (PTSD) after being exposed to a potentially traumatic event.^[3] This discrepancy in risk rate can be attributed to protective factors some individuals may have that enable them to cope with trauma; they are related to temperamental and environmental factors. Some examples are mild exposure to stress early in life,^[4] resilience characteristics, and active seeking of help.^[5] - wikipedia



WHAT IS TRAUMA

- Complex Trauma
- The term complex trauma describes both children's exposure to multiple traumatic events, often of an invasive, interpersonal nature, and the wide-ranging, long-term impact of this exposure.
- These events are severe and pervasive, such as abuse or profound neglect. They usually begin early in life and can disrupt many aspects of the child's development and the very formation of a self. Since they often occur in the context of the child's relationship with a caregiver, they interfere with the child's ability to form a secure attachment bond. Many aspects of a child's healthy physical and mental development rely on this primary source of safety and stability.-NCTSN
- Why this is important to understand when you are volunteering?

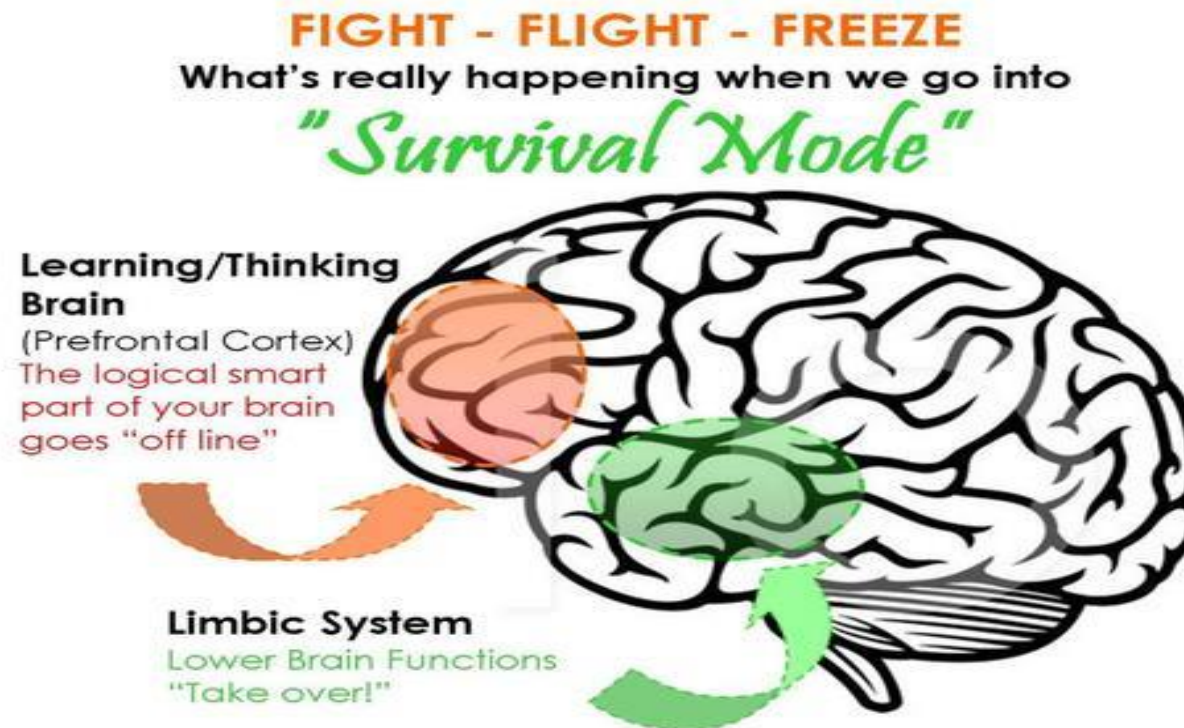


TRAUMA AND CHILDHOOD DEVELOPMENT

- Dr. Bruce Perry on Trauma and childhood development- domestic violence as one example
- <https://www.youtube.com/watch?v=brVOYtNMmKk&t=357s>
- Impact of trauma on development(handout 5)
- How does this impact your engagement with children for volunteer work?
- Ex: consider again greetings (acting jovial, personal space)
- What are some of your fears or concerns in volunteering?

WHEN CHILDREN ARE DETAINED

- Fight or flight or freeze



WHEN CHILDREN ARE DETAINED

- Grief and loss- When children are detained they are often fearful and worry. When they are going into foster care they are also experiencing grief.
- Remember ReMoved and what that can mean for loss.



- Ex asking a child what I can do after meeting them when they were detained- what they needed may not be what you expect
- Consider their perspective...



ACTIVITIES AND REGULATION; BEING A SUPPORTIVE PRESENCE

- Tool bins- utilizing arts, crafts, coloring books, music, games, reading, stress balls, drinks with straws, weaving/knitting, suckers/gum if appropriate, a meal
- Engagement and support
 - If/when children ask you questions you can't answer; how to respond
 - Allowing them to have their feelings / the importance of being with them in the present
- Greetings (offer vs ask)
- Contacts for concerns when you arrive to volunteer
 - Identified case manager or IA worker
 - Identified foster care unit staff person

SELF CARE

- Debriefing before leaving. What do you do for self care?
- <http://traumastewardship.com/watch/#ted>- Laura van Dernoot Lipsky
- The importance of self care: you cannot give what you do not have -Juli Alverado



IN CLOSING....

- Thank you for taking the time to be a volunteer for Racine County Foster Care!
- Questions?
- Tour...

