



Engaging through Partnership

Colorado Child Welfare New Caseworker Academy



The Kempe Center Child Welfare Training System(CWTS)





New Caseworker Academy

The Fundamentals of Colorado Child Welfare Casework Practice comprises the following courses:

1. Welcome to Colorado Child Welfare WBT
2. Hotline and RED Team: Where Assessment With Families Begins
3. Safety Through Engagement
4. Working Toward Closure: Decision Making and Documentation
5. Legal Preparation for Caseworkers
6. Choose Your Own Trail: Documentation and Practice
7. The Fundamentals Practice Simulation



Welcome to Colorado Child Welfare

- As the initial course in the Fundamentals of Colorado Child Welfare Casework Practice series, this interactive, self-guided online training is designed to give you a basic understanding of the Colorado child welfare system. Learners be introduced to the values, concepts, and practices underlying child welfare practice in Colorado, and learners gain an understanding of and become familiar with the following areas:
- History of child welfare
- Mission, vision, and values of CDHS
- Types of abuse and neglect
- Colorado Children’s Code (Title 19) and Volume 7 (Social Services Rules), which outline and inform child welfare practice in Colorado
- Programs, resources, and services that caseworkers utilize when working with children, youth, and families
- Trails, Colorado’s automated case management system.

Hotline and RED Team

- This hybrid course—designed to prepare both hotline workers and caseworkers for certification—builds on personal and professional experiences that promote quality customer service and provides the knowledge, skills, and abilities necessary to successfully carry out the duties associated with the referral and screening processes.
- Through an interactive online experience and an action-oriented classroom experience, learners will be equipped to conduct solution-focused, safety-organized, informative, and engaging hotline calls. Learners will also acquire the knowledge and skills they will need to meaningfully and effectively participate in the RED (Review, Evaluate, Direct) Team process. Upon completion of this course, learners will apply their newfound knowledge and skills through an interactive experience.



Safety Through Engagement

- This three-day learning experience is an interactive, action-based classroom training experience that uses a problem-based learning model to facilitate growth. With a single complex case scenario interweaved throughout the course, Learners conduct an in-depth assessment of safety with a family.
- Learners will:
 - Practice identifying, gathering, and weighing the critical information before the learner
 - Learn how to discern the most relevant and significant factors affecting the child's safety, permanency, and well-being;
 - Appreciate the protective capacities within the family
 - Determine the family's ability to promote the safety of the child or youth.
 - Through the various assessment phases, learners gain insight into essential engagement strategies that are child centered and family focused. Learner's practice balancing safety through engagement and explore through practice, building trusting relationships with children, youth, and families in a culturally responsive, solution-focused manner while involving the voice of children and youth in casework practices.
 - Learners will facilitate an assessment using the Colorado Family Safety and Risk Assessment Tools with families, and practice identifying maltreatment, activating your critical thinking skills, and collaborating with multidisciplinary community partners to improve outcomes for families.

Working Towards Closure

This three-day Fundamentals course is an interactive, action-oriented classroom training. Upon completion, learners have a basic understanding of the crucial decisions that inform case planning with families and bring to life the values, concepts, skills, and practices of child welfare in Colorado.

- Learner's will be able to think critically about decision making and planning with families and involve the child, youth, and family as well as their support networks and other multidisciplinary community professionals in making important decisions throughout the family's involvement with child welfare.
- Learner's practice enacting key decisions, facilitating safety and support planning, making reasonable and active efforts to prevent placement or to plan for placement, planning for permanency, conducting case planning and evaluation, achieving reunification, and closing a case. With the solid foundation of knowledge built through this course, you'll be prepared to employ casework practices that promote safety, permanence, and well-being with children, youth, and families.



Legal Preparation for Caseworkers

This two-day, interactive classroom training dives into the details of each of the key moments in the court process for both dependency and neglect and delinquency cases.

- Learners will use real case scenarios gives learners a hands-on opportunity to practice their skills and participate in a mock shelter hearing.

Upon completion, Learners will understand each party's rights in a case, the purpose of each hearing, as well as the caseworker's role throughout the proceedings.

- Learners will be equipped with basic strategies for effectively testifying as an expert witness



Choose Your Own Trail

This two-day independent study and facilitated online learning—which completes the Fundamentals learning experience—will allow Learners to practice navigating Trails while considering what it means to provide thorough, meaningful case documentation.



Fundamentals Practice Simulation

- Upon completion of the five previous courses, Learners participate in the Fundamentals Practice Simulation, in which a learner will demonstrate the competencies learned throughout the Fundamentals courses in a live, case scenario–informed interaction with a real family, played by professional actors.
- Supervisors, practice coaches, or county training coordinators observe these simulations to assess the learner's demonstration of competence and readiness for certification.



Certification

Learners receive over 100 hours of training over 6 weeks

In addition to the Caseworker Academy, learners are required to complete 13 shadowing opportunities called Transfer of Learnings (TOLs)

-initial assessment, interview with child, caregiver, and/or foster or kinship provider, adolescent interview, and court

After completion of the required courses, learners are eligible for certification. The Division of Child Welfare Training Unit will review their submissions of TOLs and courses attended to ensure the learner has have completed all required components necessary for full certification.

Colorado Practice Model Values and Skills

Skills:

Engaging
Assessing
Communicating
Organizing
Decision Making



Values:

Safety
Child Centered
Family Focused
Collaborative Partnerships
Culturally Responsive
Communication



Contact Information

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The Kempe Center

<https://kempecenter.org>

Child Welfare Training System

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Thank
you

