

Appendix C: Staff Training Topics

E-ISFC Staff Training

With recognition that the needs of all youth and families are different, Enhanced ISFC staff are provided with extensive training. Examples of trainings include:

- New Employee/Hire Orientation
- Child Development and Relational Treatment
- Impact of Trauma on Child Development
- Crisis Intervention
- Comprehensive Assessment and Planning (i.e., documentation training)
- CANS
- Working with Resource Parents
- Promoting Permanency
- Agency policies and procedures
- Mandated Child Abuse Reporting
- Adoption Competency Training (ACT)
- Trauma-informed Service Delivery
- Substance Use
- Educational Disabilities
- Working with commercially Sexually Exploited Youth
- Cultural Proficiency Trainings
 - Sexual Orientation, Gender Identity and Expression and serving LGBTQ+ Youth
- Pathways to Permanence I or II
- Foster Youth Rights
- Symptoms and Impact of Child Abuse
- Foster Youth and the Educational System (includes content in IEPs and managing educational needs)

Specialized Parent Training

To ensure that all caregivers are prepared to meet the unique challenges of the youth in their home, the FFA provides at least 40 hours of intensive pre-approval training in alignment with both Intensive Services Foster Care (ISFC) standards and requirements, followed by additional training and coaching specific to the youth they will care for. Below is a list of possible topics for trainings that a Specialized Parent may receive:

- Introduction to Child Welfare (and its goals of safety, permanency and wellbeing)
- Introduction to Trauma-Informed Foster Parenting
- Foster Youth and the Education System (includes content in IEPs and managing educational needs)
- Foster Parenting and Unconditional Care (for the highest-need youth)
- Substance Use
- Educational Disabilities
- Working with Commercially Sexually Exploited Youth

- Sexual Orientation, Gender Identity and Expression and serving LGBTQ+ Youth
- Suicide Risk and Prevention with Children, Adolescents, and Nonminor Dependents
- Foster Care Medication Policies and Procedures
- Implicit Bias in the Foster Care System
- Culturally Responsive Caregiving
- Building Resiliency in Youth Impacted by Trauma and Loss
- CPR and First Aid
- CCL Regulations While Caring for Foster Youth
- Understanding Child Abuse and Caregiving Reporting Requirements
- Understanding Attachment When Caring for Foster Youth
- Creating a Safe Caregiving Environment
- Progressive Crisis Intervention
- Pathways to Permanence

SAMPLE SPECIALIZED RESOURCE PARENT TRAINING	
Topic	Example Training Titles
<i>Introduction to E-ISFC and the Mental Health Service System</i>	<i>E-ISFC Logic Model Training: Supports the Specialized Parent with understanding the target population, the specific interventions, the requirements of the parent and the agency and the intended overall program outcomes of E-ISFC.</i>
<i>Understanding Child and Adolescent Development and Age-appropriate Interventions for Positive Behavior Management</i>	<i>Wisdom Path Way (WPW) Reparative Parenting model- Level I: 3 day/18-hour course on the overview of child development and the impacts of trauma and attachment.</i>
<i>Working with Abused, Neglected, and/or Delinquent Children/Youth Using a Trauma-Informed Approach and Understanding Youth Attachment Challenges</i>	<i>WPW- Level II: 4 day/24 hours teaching and coaching on the WPW approach and development of coaching plans, limit setting, and the impacts of trauma and attachment.</i>
<i>Preventing and Managing a Crisis</i>	<i>Crisis Training for Foster Families (a derivative of Therapeutic Crisis Intervention)</i>
<i>Communication and Relationship Building with Children/Youth and Families</i>	<i>WPW- Level II: 4 day/24 hours teaching and coaching on the WPW approach and development of coaching plans, limit setting, and the impacts of trauma and attachment.</i>
<i>Cultural Humility & Awareness</i>	<i>Embedded in WPW Level I and II. Supports the Specialized Parent with understanding the impacts of historical and systemic trauma in various cultures. Additional training on SOGIE.</i>
<i>Teaming</i>	<i>Training of the CFT process and CFT meeting roles and responsibilities. On-going coaching is provided to support the Specialized Parent on their role within the CFT.</i>
<i>Parent Self-Care, Loss and Vicarious Trauma</i>	<i>E-ISFC Staff will use the Taking Care of Yourself checklist from the National Child Traumatic Stress Network with resource parent. Discussion will also include the program respite care program.</i>
<i>Others</i>	<i>HIPAA, Progress Note Documentation -The Daily Life of a Chart/Medi-Cal note writing, Computer Intro-Parents will be loaned an Agency laptop to use while providing E-ISFC services, Motivational Interviewing, Specialty Training such as CSEC, SUD and other individual youth needs.</i>

E-STRTP Staff Training

STRTP regulations outline the primary requirements for staff training; however, E-STRTP programs provide additional trainings that are relevant for the program's target population. Examples of additional trainings include:

Youth First - Enhanced Care Program Guide 7.5.22

- New Employee Onboarding
 - Introduction to Trauma-Informed Care
 - Collaborative Problem Solving
 - Motivational Interviewing
 - System of Care
 - PRO-ACT (Crisis Communication Day 1 & 2 and Restraint)
 - Vicarious/Secondary Trauma
- Additional Training:
 - Employee Wellness – Emotional Intelligence: Awareness
 - Question, Persuade, Refer (QPR)
 - Boundaries and Dual Relationships for Paraprofessionals
 - Identifying and Preventing Child Abuse and Neglect
 - Medication Management for Children's Services Paraprofessionals
 - Overview of Psychiatric Medications for Paraprofessionals
 - Traumatic Stress Disorders in Children, Adolescents, and Nonminor Dependents
 - Critical and Unusual Incidents
 - Behavioral Support and Management
 - Foster Youth and the Educational System (includes content in IEPs and managing educational needs)