



What pre-service training (education, credentials) is required of those who provide direct serves to children and youth with MH concerns in your agency?

Bachelor's degree required for employment

Basic Skills Development for new CPS caseworkers consists of one to four weeks of pre-Basic Skills Development activities, six weeks of Core training (required for all new caseworkers) and six weeks of Specialty training (advanced training in the caseworker's assigned stage of service). The training model includes both classroom and on-the-job components. Currently, all Basic Skills Development training is under revision to reflect findings from the extensive job and task analysis that was conducted over an eight-month period beginning in 2007. The new competency based Basic Skills Development is being piloted in beginning May 2010.

Topics related to children's mental health concerns included during the Basic Skills Development include:

- Identify normal developmental challenges for infants and toddlers
- Determine the impact of maltreatment on child development
- List characteristics that place infants and toddlers at high risk of maltreatment from parents who are predisposed to maltreat
- List strategies for helping a parent increase his/her knowledge of child development
- Describe how attachment is developed
- Describe the impact of attachment on development
- Identify techniques for assessing attachment
- Determine the impact of removals on children
- List effective discipline techniques
- Identify primary mental health issues for children that caseworkers may face in their work

“Knowing Who You Are” is offered during Basic Skills Development to all new CPS caseworkers in order to promote cultural awareness to mitigate the impact of disproportionality of African American and Native American children in the Texas child welfare system. This course is part of an overall disproportionality effort to address the effects of cultural biases in removal and permanency decisions (two days). For FY 2011 this course will be revised with an expanded scope and be offered to CCL and APS as well.

PRIDE (Parent Resource for Information, Development, Education) Training courses are provided by DFPS instructors to both current and prospective foster parents. It is a competency-based program consisting of 30 hours covering topics ranging from attachment and loss issues, discipline, effects of abuse and neglect, sexual abuse, and the effects of fostering and adopting on the family.



What on-going training and technical assistance is provided/offered to staff (or caregivers) related to serving young people with mental health concerns?

Related to evidence based practices, cultural competency, trauma informed care?

Courses offered through Protective Services Training Institute

Managing our Own Well-being
Best Practices with Children with Developmental Disabilities
Separation and Loss from a Child's Perspective
Anxiety, anger, Stress and Depression in Children: Infant-10 years
Anxiety, Anger, Stress and Depression in children: 10 years - Adolescence
Effects of Trauma and neglect on neurodevelopment
Risk of Suicide in Teenagers
Understanding the DSM
Assessment and Treatment of Alcohol and Drug Abuse
Substance Abuse and CPS Clients
Child Development: Birth to Age Five
Abused Children and Battered Women: Linking CPS & Domestic Violence and Addressing Substance Abuse & Mental Health Concerns
Psychotropic Medications in Residential Facilities
Gender, Culture, and Communication
Understanding the Child in Residential Care

Proposed Courses in Beginning September 2010

Help Your Child with ADHD
Helping Someone Get Help with Substance Abuse
How to Recognize Depression
Caring for Children with Special Health Care Needs
Fostering Children's Self Esteem
Understanding Infant and Toddler Development

Advanced Cultural Competency

“Undoing Racism” is offered as an advanced cultural competency course designed to address cultural awareness as it relates to the disproportionate number of African American and Native American children in the Texas child welfare system. This course was contracted with the People’s Institute (two and one half days).