

**Maryland Department of Human Resources – Title IV-E Training Matrix**  
**July 1, 2012 – June 30, 2013**

**Introduction:**

Below is a Matrix that identifies all courses offered to DHR staff or those staff preparing for employment with DHR. The course are offered under five separate initiatives – Pre-Service Training; In-Service Training; In Service Training (Continuing Professional Education Bloom Catalog); BSW/MSW Degree Programs; and Resource Parent Training. The matrix identifies the course and federal program(s) to which it will be charged.

**Allocation Method:**

DHR will allocate training costs to benefiting programs as follows:

The percent attributed to children in Foster Care/Pre-Adoption, including candidates for foster care, will be charged to Title IV-E after applying the foster care penetration rate. The percent attributed to children in adoption will be charged to Title IV-E Adoption after applying the adoption penetration rate. The percent attributed to children in Kinship Care will be charged to TANF. The percent remaining for the in-home categories (Child Protective Services, Family Preservation, Family Services) will be charged to TANF, PSSF, SSBG, IVB and/or State funds.

Title IV-E training costs claimed at 75% include instructor costs and the cost of the stipends paid to participating DHR social workers (both existing staff and those preparing for employment at DHR). Title IV-E training costs claimed at 50% include overhead costs and material costs that cannot be directly identified as supporting the training programs (i.e. allocated costs).

The purpose of all these programs is to train DHR social workers to perform the necessary tasks to support children in foster care and administer the Title IV-E State Plan. These expenses are allowable per 45 CFR 235.63, 45 CFR 235.64 and 45 CFR 1356.60.

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>Pre-Service Training</b>					
<b>Pre-Service Training for Child Welfare Workers</b>	<p><b>I: Foundations of Practice</b></p> <p><b>Classroom</b></p> <ol style="list-style-type: none"> <li>1) Introduce participants to child welfare and child welfare history with an Overview of Child Welfare <ul style="list-style-type: none"> <li>• What is a Child Welfare System?</li> <li>• Historical and Legal Context of Child Welfare</li> <li>• Values and Principles of Child Welfare</li> <li>• Overview of DHR-LDSS and the Federal Context for Maryland Practice</li> </ul> </li> <li>2) Learn and use of Blackboard on-line learning system for Online Assignments (including completing two online assignments) <ul style="list-style-type: none"> <li>• Child Welfare Competencies Self Assessment</li> <li>• Self-Assessment of Authority</li> </ul> </li> <li>3) Introduction, understanding, and knowledge of Strengths based Approach to Practice</li> <li>4) Understand Culturally Competent Practice</li> <li>5) Putting it All Together with a Case Application: Applying Learning to the Hibbel Family</li> <li>6) Introduction to COMAR</li> </ol>	12 hours classroom	University of Maryland, Baltimore/Child Welfare Academy	All New Child Welfare, Caseworkers, Supervisors (mandatory)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p><b>Title IV-E Activities:</b> Placement of the child, case management, supervision, social work practice and permanency planning</p>				
<p><b>Pre-Service Training for Child Welfare Workers</b></p>	<p><b>Module 2: Indicators and Dynamics of Abuse and Neglect</b></p> <p><b>Online Assignments</b></p> <ol style="list-style-type: none"> <li>1) Review and understand the Hibbel Family Initial Information Scenario</li> <li>2) Review Professionals' Legal and Ethical Duties Worker Roles</li> <li>3) Understand Key Maryland Legal Definitions for Child Welfare</li> <li>4) Gain knowledge about the Types, Indicators, and Dynamics of Child Maltreatment</li> <li>5) Develop and understanding of the Effects of Trauma on Children</li> <li>6) Understand Substance Abuse</li> <li>7) Understand Commonly Used Drugs</li> </ol> <p><b>Classroom</b></p> <ol style="list-style-type: none"> <li>1) Review and discuss Online Assignments</li> <li>2) Learn the Legal Definitions of Child Abuse and Neglect and Disposition of Reports</li> <li>3) Understand the Dynamics and Indicators of Child Maltreatment <ul style="list-style-type: none"> <li>• Meaning of Terms</li> <li>• Trauma Effects</li> <li>• Neglect</li> <li>• Physical Abuse</li> <li>• Mental Injury</li> </ul> </li> </ol>	<p>6 hours on-line + 18 hours classroom</p>	<p>University of Maryland, Baltimore/Child Welfare Academy</p>	<p>All New Child Welfare, Caseworkers, Supervisors (mandatory)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<ul style="list-style-type: none"> <li>• Sexual Abuse</li> </ul> <p>4) Gain an understanding of Child Welfare Key Practice Areas</p> <ul style="list-style-type: none"> <li>• Substance Abuse</li> <li>• Mental Health</li> <li>• Domestic Violence</li> </ul> <p><b>Title IV-E Activities:</b> Case management and supervision, placement of the child, effects of separation, grief and loss, child development and visitation, referral to service, development of the case plan</p>				
<p><b>Pre-Service Training for Child Welfare Workers</b></p>	<p><b>Module 3: Engaging Children and Families in the Process of Change</b></p> <p><b>Online Assignments</b></p> <ol style="list-style-type: none"> <li>1) Review Engagement Skills</li> <li>2) Understand Family Systems</li> <li>3) Learn and practice Eco-mapping</li> <li>4) Learn about Confirmation Bias and Stereotype Threat: Understanding the Effects of Assumptions</li> </ol> <p><b>Classroom</b></p> <ol style="list-style-type: none"> <li>1) Review of Online Assignments</li> <li>2) Learn Approaches to Interviewing During Assessment</li> <li>3) Understand Assumptions and Inferences</li> <li>4) Apply and practice Interviewing Skills</li> <li>5) Review and Critique of Interviewing Skills</li> <li>6) Learn how to Interview Children and</li> </ol>	<p>2 hours on-line + 12 hours classroom</p>	<p>University of Maryland, Baltimore/Child Welfare Academy</p>	<p>All New Child Welfare, Caseworkers, Supervisors (mandatory)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>Adolescents</p> <p>7) Learn Engagement Skills</p> <p>8) Understand the Process of Change</p> <p>9) Gain knowledge and understanding about Working Through Resistance</p> <p><b>Title IV-E Activities:</b> Case management, supervision, social work practice, communication skills required to work with children and families</p>				
<p><b>Pre-Service Training for Child Welfare Workers</b></p>	<p><b>Module 4: Conducting Family Centered Assessments</b></p> <p><b>Online Assignments</b></p> <p>1) Understand how to Differentiate Safety Concerns from Risk</p> <p>2) Become familiar with the SAFE-C</p> <p>3) Become familiar with the MFRA</p> <p>4) Review and understand an overview of the Assessment Process</p> <p><b>Classroom</b></p> <p>1) Review and discussion of online assignments</p> <p>2) Gain a knowledge and understanding of Assessment in Child Welfare</p> <p>3) Understand the elements of Safety and Risk</p> <p>4) Know the SAFE –C</p> <p>5) Understand and practice Safety Planning</p> <p>6) Know the Group SAFE-C</p> <p>7) Know the MFRA</p> <p>8) Understand and be able to discuss Safety</p>	<p>3 hours on-line + 12 hours classroom</p>	<p>University of Maryland, Baltimore/Child Welfare Academy</p>	<p>All New Child Welfare, Caseworkers, Supervisors (mandatory</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>and Risk, Assessment and Reassessment Triggers</p> <p>9) Learn about Worker Safety</p> <p><b>Title IV-E Activities:</b> Case management, supervision, social work practice, communication skills required to work with children and families, referral to services, assessments to determine whether a situation requires a child's removal</p>				
<p><b>Pre-Service Training for Child Welfare Workers</b></p>	<p><b>Module 5: Planning with the Family</b></p> <p><b>Online Assignments</b></p> <p>1) Learn and practice Documenting a Contact with a Client</p> <p><b>Classroom</b></p> <p>1) Review of online assignment</p> <p>2) Learn and understand Loss and Grieving in Children and Parents</p> <p>3) Gain knowledge and understanding of Case Planning</p> <ul style="list-style-type: none"> <li>• Principles, Purposes and Types of Plans</li> <li>• Planning with (not for) Families</li> <li>• The Family's Team</li> <li>• Interventions and How They Support Assessment and Planning</li> <li>• Underlying Conditions and Needs</li> <li>• Components of a Case Plan and Service Agreement</li> <li>• Goals and Objectives</li> <li>• Services that Meet Needs and Address Conditions, Safety Factors and Risks</li> </ul>	<p>6 hours on-line + 18 hours</p>	<p>University of Maryland, Baltimore/Child Welfare Academy</p>	<p>All New Child Welfare, Caseworkers, Supervisors (mandatory</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<ul style="list-style-type: none"> <li>• Developing Effective Tasks, Determining Services and Setting Timelines</li> </ul> <p>4) Gain knowledge and understanding of Substitute Care</p> <ul style="list-style-type: none"> <li>• Planning and Implementing Family Visits</li> <li>• Preventing Placement Disruptions</li> <li>• Making the Most of Worker-Family/Child Visits</li> </ul> <p>5) Know the importance and aspects of Effective Documentation</p> <p>6) Gain an understanding of how to Make the Decision to Close the Case and Terminate the Relationship with a family</p> <p><b>Title IV-E Activities:</b> Case management, supervision, case documentation, preparation for and participation in judicial determinations, permanency planning, communication skills, required to work with children and families, referral to service</p>				
<b>In-Service – Introductory Courses<sup>1</sup></b>					
<b>In-Service Introductory Courses</b>	<b>Assessing and Planning for Risk and Safety</b> – This is a two day intensive training for all new workers that provides an introduction to the Signs of Safety (SoS) framework, a strengths based, family centered approach to assessing and planning for risk and safety with children and families. It is a supportive framework to our current methods and an	12 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	All Child Welfare caseworkers/ supervisors <b>(mandatory)</b>	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

<sup>1</sup> In-service Introductory courses are those required post the successful completion of Pre-service.

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>extension of the Maryland Family Centered Practice Model. SoS is a way of thinking about risk and safety which acknowledges that all families have at some point acted to protect their children and are capable of using these protective factors to keep their children safe in the future. Participants will be introduced to several tools and will have opportunities to apply them in safety mapping with practice cases.</p> <p>Participants will continue to learn about and apply engagement, teaming and assessment skills, learn solution-focused and other interviewing techniques, and gain a better understanding of protective factors/capacity in families.</p> <p><b>Title IV-E Activities:</b> Case management, supervision, social work practice, communication skills required to work with children and families, assessment to determine whether a situation requires a child’s removal</p>				
<p><b>In-Service Introductory Courses</b></p>	<p><b>Introduction to Child Protective Services -</b> Focuses on definitions of child maltreatment in Maryland, assessment of risk and safety factors, development of safety plans and service plans that target safety and risk factors. Identifies legal and social work interventions that are designed to keep children safe from maltreatment.</p>	<p>18 hours</p>	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p>	<p>New Child Welfare caseworkers/ supervisors – <b>mandatory</b> for Child Protective Services staff</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p><b>Title IV-E Activities:</b> Child abuse and neglect issues and general overview of the issues involved.</p>				
<p><b>In-Service Introductory Courses</b></p>	<p><b>Introduction to Out of Home Placements -</b> Focuses on understanding the needs of children in out of home care, as well as their caretakers, including knowledge of permanency timeframes, concurrent planning, sibling visits, and grief and loss issues for children and parents associated with out of home placement.</p> <p><b>Title IV-E Activities:</b> Permanency planning, communication skills, placement of child, development of the case plan, case management, referral to services, activities designed to preserve, strengthen and reunify family</p>	12 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	New Child Welfare caseworkers/ supervisors – <b>mandatory</b> for Out-of-Home Placement staff	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.
<p><b>In-Service Instruction Courses<sup>2</sup></b></p>					
<p><b>In-Service Courses</b>  <b>NEW</b></p>	<p><b>Addressing Families’ Trauma: What a Child Welfare Worker Needs to Know –</b> Family and trauma informed approaches to child welfare services strengthen workers' ability to identify and intervene to address the whole family's needs and support their recovery from trauma and impacts on the whole family. Participants will learn to identify trauma on the whole family as well as</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

<sup>2</sup> In-Service offerings change each quarter depending on the needs of employees

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>strategies to intervene effectively.</p> <p><b>Title IV-E Activities:</b> Social work practice</p>				
<b>In-Service Courses</b>	<p><b>Advanced Ethics in Child Welfare and Social Service Practice-</b> This seminar, designed for experienced child welfare and social work professionals will explore how personal and professional values and ethics impact critical thinking, moral decision making, clinical integrity, and more. Participants will examine the delicate balance between protecting the rights of children and families while at the same time minimizing risk to the professionals who serve them. Specific scenarios and ethical dilemmas will be presented and discussed, and participants will be encouraged to engage in self-exploration to enhance their personal and professional growth. Program administrators and supervisors are encouraged to attend. Fulfills the Continuing Education Ethics requirements for Maryland social workers.</p> <p><b>Title IV-E Activities:</b> Ethics</p>	3 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b>	<p><b>Always Wear Clean Underwear: Ethics in Child Welfare and Social Work Practice -</b> Child welfare professionals are confronted with ethical dilemmas and challenges on a daily basis. This seminar examines ethical principles and provides a unique decision-making model for the challenging, real-life</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>situations encountered by those who serve children and families. This dynamic and interactive session presents various scenarios for critical consideration and discussion. Fulfills the continuing education requirements on Ethics for Maryland social workers.</p> <p><b>Title IV-E Activities:</b> Ethics</p>				
<b>In-Service Courses</b>	<p><b>Assessing and Planning using the Signs of Safety Framework: Supervisory Training -</b> This training for <i>supervisors and administrators</i> provides an introduction to the Signs of Safety (SoS) framework, a strengths based, family centered approach to assessing and planning for risk and safety with children and families. It is a supportive framework to our current methods and an extension of the Maryland Family Centered Practice Model. SoS is a way of thinking about risk and safety which acknowledges that all families have at some point acted to protect their children and are capable of using these protective factors to keep their children safe in the future. Supervisors will learn several tools used in the framework to assist workers in organizing their thoughts around assessment and planning. Strategies will be provided on how to implement the tools during unit meetings and individual supervisory sessions.</p> <p><b>Title IV-E Activities:</b> Case management, supervision, social work practice, communication skills required to</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	All Child Welfare supervisors/ managers	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	work with children and families, assessment to determine whether a situation requires a child’s removal, social work practice, cultural competency				
<b>In-Service Courses</b>	<p><b>Assessing and Planning using the Signs of Safety Framework: Experienced Worker Training</b> - This training is designed for <i>experienced</i> case workers from all service areas. It provides an introduction to the Signs of Safety (SoS) framework, a strengths based, family centered approach to assessing and planning for risk and safety with children and families. It is a supportive framework to our current methods and an extension of the Maryland Family Centered Practice Model. SoS is a way of thinking about risk and safety which acknowledges that all families have at some point acted to protect their children and are capable of using these protective factors to keep their children safe in the future. Attendees will learn questioning techniques to gather information for a thorough assessment and will learn and practice assessment strategies to differentiate safety threats from complicating factors.</p> <p><b>Title IV-E Activities:</b> Case management, supervision, social work practice, communication skills required to work with children and families, assessment to determine whether a situation requires a child’s removal, social work practice, cultural competency</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	All Child Welfare caseworkers/ supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
In-Service Courses	<p><b>Basic Counseling and Communication Skills for Child Welfare Staff</b> - This workshop prepares child welfare staff (CW) to respond in a supportive, professional, non-judgmental, and open ended way to the questions and concerns young people and their families can raise. This workshop will be highly experiential and practical and participants will have the opportunity to practice all of the skills discussed. After participating in this workshop, staff should be better able to partner and engage with clients and families in supportive ways. This workshop is NOT intended to train professional counselors and/or therapists; it simply reviews and makes accessible to CW staff, the basic communication skills used by professional counselors and therapists.</p> <p><b>Title IV-E Activities:</b> Communication skills required to work with children and families, social work practice, cultural competency</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
In-Service Courses  NEW	<p><b>Compassion Fatigue, Secondary Traumatic Stress Or Burnout?</b> As a consequence of working with a family and trauma, workers will be affected and changed by the experience of being exposed to traumatic events and being engaged in a helping relationship with families. Each worker responds differently to traumatic material and these reactions and resilience, in turn, influence practice. This workshop will provide essential self-care strategies for</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>practitioners to include in your daily regimen of self-care practices, self-reflection and professional consultation that will help you to deal with traumatic material and stress. These strategies are informed by utilizing a “trauma lens” and a “family lens” to frame work with clients.</p> <p><b>Title IV-E Activities:</b> Social work practice, cultural competency</p>				
<p><b>In-Service Courses</b></p> <p><b>NEW</b></p>	<p><b>Coaching</b> This training is designed for administrators and experienced supervisors who will be coaching supervisors that have recently attended the Supervision Matters Supervisory Courses. SSA, in collaboration with the Child Welfare Academy and a nationally certified coaching consultant, is offering training in a coaching model that will reinforce practice expectations and skills related to effective and quality supervision. The coaching program will provide a model of peer support and constructive feedback exchange to enhance supervisory skills through a partnership for learning and change. Designed as a very interactive training, participants will learn about the coaching process and elements of the coaching relationship; gain an understanding of the structure and guidelines used in coaching and the coach/coachee roles and responsibilities.</p> <p><b>Title IV-E Activities:</b> Communication skills, cultural competency,</p>	12 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	social work practice, supervisory skills				
<b>In-Service Courses</b>  <b>NEW</b>	<p><b>Concurrent Planning: Promoting Permanency for Children –</b>  This half-day workshop will look at possible tendencies for child welfare workers to favor one permanency option over the other and how that impacts work with birth, kinship and resource families. Additionally, participants will practice creating effective prognostic assessments and case plans and learn how to use full disclosure as a foundation for concurrent planning.</p> <p><b>Title IV-E Activities:</b>  Communication Skills, cultural competency, social work practice</p>	3 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b>	<p><b>Cultural Competency: Our Daily Journey -</b>  Census 2000 showed the United States to be more ethnically and racially diverse than at any other time in history. The 2010 census is confirming this more concretely. These facts coupled with increasingly diverse cultures being served by child welfare and social services providers should raise personal questions for each of us about “<i>our daily journey</i>” in communities influenced by many cultural values, traditions, needs, and expectations. This workshop will help participants assess their individual cultural perspectives and how these perspectives may influence their decision-making and interactions with both clients and coworkers. Participants will also develop an understanding and general awareness of how</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>their cultural perspectives are used to filter information and communicate with others.</p> <p><b>Title IV-E Activities:</b> Cultural competency</p>				
<p><b>In-Service Courses</b></p>	<p><b>Domestic Violence Safety Planning:</b> This full-day workshop provides insight into the safety precautions that victims of domestic violence can and often do utilize to enhance their safety. Safety planning is an ongoing process where victims analyze how to best protect themselves and their children from abuse. Tactics that may protect victims from abuse include staying in the relationship, planning to leave, leaving for a short period of time, and planning to leave the relationship for good. The safety planning process may include legal options, such as pursuing a protective or peace order or criminal charges, while recognizing that planning to leave or seek help can escalate abuse and can become potentially lethal. Victim-centered safety planning recognizes both batterer-generated and life-generated risks. Participants will learn how to help victims of domestic violence strengthen their safety plans and will learn the benefits of partnering with domestic violence programs.</p> <p><b>Title IV-E Activities:</b> Domestic violence, assessment to determine whether a situation requires removal</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>In-Service Courses</b>  <b>NEW</b>	<p><b>DSM-V: Use of the New Mental Health Diagnostic Criteria in Child Welfare –</b>  The release of the DSM-5 brings many new challenges to child welfare staff regarding DSM-5 diagnoses. This training will present what DSS staff members need to know to ethically transition to the DSM-5 system, review how diagnoses are recorded and discuss changes in the organization and content of specific DSM-5 disorders. The training covers major and minor changes in the DSM-5; 20 categories of disorders. In addition, participants will become familiar with: the change in the definition of mental illness; DSM-5 cross cutting measures and severity measures; new criteria for the most used and most severe disorders (neurodevelopmental, schizophrenia, bipolar, depressive, anxiety, trauma, dissociative, substance, and personality disorders); and the new approach to culture related to diagnosis.</p> <p><b>Title IV-E Activities:</b>  Mental health, social work practice</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>In-Service Courses</b>  <b>NEW</b>	<p><b>Engaging Fathers and Paternal Kin –</b> Historically across the country, non-custodial fathers and paternal kin have not been effectively involved in child welfare cases. This highly interactive workshop will explore ways to engage and involve fathers and paternal family members, to create greater opportunities for them to be connected in a number of important ways that benefit their children. Participants will explore the myths and barriers surrounding working with this special group, discuss strengths based approaches to working with fathers and develop practical strategies for working more effectively with fathers and paternal relatives.</p> <p><b>Title IV-E Activities:</b> Cultural competency, communication skills to enhance social work practice, service referral</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b>	<p><b>(Ethics) Boundaries and Dual Relationship Issues -</b> This interactive half-day workshop will provide participants with an awareness of boundary issues and dual relationship challenges in the human services. Participants will also develop an understanding of the difference between ethical and non-ethical relationships. Additionally, guidelines will be presented to help workers manage boundary issues and dual relationships that may occur when working with individuals and families.</p> <p><b>Title IV-E Activities:</b> Ethics</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service</b>	<b>Facilitating Family Involvement Meetings -</b>	18 hours	University of	Child Welfare	Title IV-E Training at

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>Courses</b>	<p>This 3 day training will provide participants with the general values, principles and skills needed for introductory level facilitation of Family Involvement Meetings. Participants will gain an understanding of the MD Family Centered Practice model (FCP) principles, outcomes and goals and how a FIM reflects them. They will learn about the procedural aspects of why, when and how FIMs are scheduled and how to prepare for a FIM. Content will cover ways to ensure effective and clear discussion related to safety and risk issues at all FIMs so that decisions are grounded in safety and protection for the child. Participants will also develop intervention strategies and skills to maintain comfort guidelines/ground rules, manage group dynamics and deal with participants who exhibit difficult group behaviors. Facilitator self-awareness is explored and participants will learn how their own personal biases and values may impact the facilitation of a FIM.</p> <p><b>Title IV-E Activities:</b> Social work practice, cultural competence, development of case plan, referral to services, permanency planning, communication skills required to work with children and families</p>		Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Supervisors (mandatory) and Caseworkers (elective)	75% FFP after applying Title IV-E penetration rate
<b>In-Service Course</b>  <b>NEW</b>	<p><b>Facilitating Family Involvement Meetings: Role of the Worker and Supervisor</b> This one day introduction to FIM Facilitation is required for all child welfare supervisors and is optional for workers. The course is</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>modified from the original 3-day training. The course will enhance participant's understanding of the FIM process and the roles all participants play in the FIM. Supervisors will learn about preparation activities for themselves and their workers and well as strategies to utilize in the meetings when making critical child welfare decisions with the team.</p> <p><b>Title IV-E Activities:</b> Social work practice, cultural competence, development of case plan, referral to services, permanency planning, communication skills required to work with children and families</p>				
<p><b>In-Service Courses</b></p> <p><b>NEW</b></p>	<p><b>Family Centered Intake/Screening Practices for an Alternative Response System -</b> Screeners and Intake Workers must be equipped with the skills and tools to gather as much information as possible about both the family system and maltreatment incident to assist supervisors in making an informed decision regarding Alternative Response or Investigation track assignment. This training will focus on skill building in the area of information gathering to include solution focused and strengths based questioning techniques. Participants will review a menu of questions related to specific referral types designed to gather detail and develop a holistic impression of the family based on</p>	<p>3 hours</p>	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>information available from the referral source.</p> <p><b>Title IV-E Activities:</b> Social work practice, child abuse and neglect issues, communication skills required to work with children and families</p>				
<b>In-Service Courses</b>	<p><b>Gangs: Identification, Prevention and Intervention Strategies for Caseworkers:</b> Gangs have become a part of the fabric of our society in ways that, previously, we never could have imagined. Maryland is not exempt from this national dilemma. This training will focus on Maryland's gang culture and help to enhance participants' knowledge of this growing problem including the increase in the female population. Participants will be provided with an overview of the gang problems that are impacting our youth, gain a basic understanding of gang culture and why youth join gangs. This session will identify some gangs operating in Maryland and will also assist the participant to recognize the signs of gangs in communities, and their language, dress and culture. We will also discuss some strategies for prevention and intervention.</p> <p><b>Title IV-E Activities:</b> Assessment to determine a situation requires removal, social work practice</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b>	<p><b>Healing the Traumatized Child</b> This one day training explores the issues of</p>	6 hours	University of Maryland, School of	Child Welfare caseworkers and	Title IV-E Training at 75% FFP after applying

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>NEW</b>	<p>children who have experienced trauma resulting from PTSD and other psychiatric and medical conditions that can impede "typical" development. In order to help traumatized children heal, professionals and caregivers must look beneath the surface and beyond the behavior. By recognizing the underlying causes of behavior, those who are working with and caring for traumatized children will be more sensitive and responsive to their signals and cues. Trauma that occurs in the context of relationship will only be healed in the context of loving, attuned, and secure relationships.</p> <p><b>Title IV-E Activities:</b> Communication skills required to work with children and families, social work practice, cultural competency, effects of separation, grief and loss</p>		Social Work (UMB/SSW) Child Welfare Academy	Supervisors (elective)	Title IV-E penetration rate
<b>In-Service Courses</b> <b>NEW</b>	<p><b>Holding it Together When Your World is Falling Apart: Stress Management for CW Supervisors</b></p> <p>This one day training will explore the multiple facets of stress experienced from the demands of service delivery. Supervisors will learn how to maximize their leadership skills by effectively managing stress and explore additional strategies to deal with immediate and acute stress as well as long term chronic stress.</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p><b>Title IV-E Activities:</b> Supervisory skills, social work practice, communication skills</p>				
<p><b>In-Service Courses</b></p>	<p><b>Impact of Child Sexual Abuse- (Webinar)</b> This training will review the impacts of child sexual abuse, including those that are immediate, short-term and long-term. Impacts on physical health, mental health, as well as developmental and educational effects will be discussed. The webinar will conclude with a discussion of factors that may ameliorate or worsen the impact on children and their families. In weeks prior to the training date, participants will receive a link and instructions on how to join the webinar training session.</p> <p><b>Title IV-E Activities:</b> Child abuse and neglect issues, child development, case management, mental health, social work practice</p>	1.5 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<p><b>In-Service Courses</b></p> <p><b>NEW</b></p>	<p><b>Introductory Ethics in Child Welfare and Social Work Practice -</b> Child welfare professionals are confronted with ethical dilemmas and challenges on a daily basis. This seminar examines ethical principles and provides a unique decision-making model for the challenging, real-life situations encountered by those who serve children and families. This dynamic and interactive session presents various scenarios for critical consideration and discussion. Fulfills the Continuing Education Ethics requirements for Maryland social workers.</p>	3 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p><b>Title IV-E Activities:</b> Ethics</p>				
<p><b>In-Service Course</b>  <b>NEW</b></p>	<p><b>Investigative Interviewing –</b> This one-day workshop is designed to help participants gather information from parties involved in a CPS investigation in a forensically sound, client-sensitive manner. The training will focus on the following: the stages of the interview process and question selection to effectively gather pertinent information. Additionally, other options of gathering information and standard hurdles that present themselves in an investigative interview will be explored.</p> <p><b>Title IV-E Activities:</b> Social work practice, child abuse and neglect issues, communication skills required to work with children and families</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Protective Service Child Welfare caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<p><b>In-Service Courses</b></p>	<p><b>Medical Aspects of Child Abuse and Neglect Series: Part 1 of 3, Basic Concepts -</b> This full day session will provide attendees with an introduction to medical aspects of child abuse and neglect. The day will begin with an Introduction to Working with Physicians. This segment will provide an overview of what physicians do when they evaluate children with suspected child abuse and neglect. Participants will learn about which children need a medical evaluation, what to expect from the medical evaluation, and what questions they should consider asking physicians. Content on sexual abuse, physical abuse, and neglect will focus on the role of the medical provider and medical</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>aspects of maltreatment that are important for child welfare professionals to understand.</p> <p><b>Title IV-E Activities:</b> Child development, child abuse and neglect issues</p>				
<b>In-Service Courses</b>	<p><b>Medical Aspects of Child Abuse and Neglect Series: Part 2 of 3, Advanced I -</b> This full day session will go beyond the basics to address more challenging topics in child abuse and neglect. Specific topics will include: Advanced Topics in Physical Abuse (burns, head trauma, and fractures), Failure to Thrive, Sexually Transmitted Infections, and Medical Child Abuse (Munchausen’s Syndrome by Proxy, Factitious Disorder by Proxy). Participants will leave with a more in-depth understanding of how to distinguish abusive from accidental injury. They will become familiar with the various infections that can be transmitted sexually and the likelihood that each infection is the result of sexual abuse. They will also learn warning signs that poor growth may be the result of maltreatment, and warning signs that the medical care sought by a parent for his/her child may be unnecessary or harmful.</p> <p><b>Title IV-E Activities:</b> Child development, child abuse and neglect issues</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b>	<p><b>Medical Aspects of Child Abuse and Neglect Series: Part 3 of 3, Advanced II -</b> This full day session will go beyond the</p>	6 hours	University of Maryland, School of Social Work	Child Welfare Caseworkers and Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>basics to address more challenging topics in child abuse and neglect. Specific topics will include: Healthcare Needs of Foster Youth and the Medical Home, Drug Exposed Newborns and Children, Understanding Child Development and Behavior, and Prevention of Child Maltreatment. Participants will leave with an understanding of the special health care needs of foster youth. They will understand the short and long term effects of drugs of abuse on children, as well as the specific needs that these children may have. Participants will also leave with an understanding of normal and abnormal child development and behavior, and when to be concerned that a child's behavior may reflect exposure to abuse or neglect. The session will end with a discussion of effective programs to prevent maltreatment, and what child welfare workers can do to help prevent maltreatment.</p> <p><b>Title IV-E Activities:</b> Child development, child abuse and neglect issues</p>		(UMB/SSW) Child Welfare Academy	(elective)	rate
<p><b>In-Service Courses</b></p> <p><b>NEW</b></p>	<p><b>Safety Awareness for Child Welfare Professionals –</b> This safety awareness training for child welfare staff is designed to equip participants with the tools, discipline and self-confidence to handle themselves in situations which may arise during the course of work. The training will cover several different areas including risk assessment, safety planning, pre-assault indicators, verbal escalation and report taking</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>essentials. The workshop will enhance a participant's ability to determine a client's potential for violence, plan appropriately to ensure safe client care when transporting clients, recognize indicators that an assault may be imminent, learn techniques to diffuse a potentially explosive situation with clinical interventions and discuss items to keep in mind when reporting an assault to law enforcement personnel.</p> <p><b>Title IV-E Activities:</b> Social work practice, communication skills required to work with children and families</p>				
<p><b>In-Service Courses</b></p> <p><b>NEW</b></p>	<p><b>Sexual Abuse Investigations</b> This workshop is intended for Child Protective Services workers, especially those assigned to a specialized Sexual Abuse Investigations unit. It is designed to help participants understand how to successfully navigate the dynamics of Child Sexual Abuse to have positive outcomes in Investigations and Safety Interventions. The training will focus on specialized interviewing techniques for both the identified victim and offender as well as review of some of the common hurdles social workers encounter. Techniques will be provided that workers can use to support the family system to achieve a safe and secure environment for the children.</p> <p><b>Title IV-E Activities:</b> Social work practice, child abuse and neglect issues, communication skills required to work</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p>	<p>Child Welfare Workers and Supervisors</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	with children and families				
<b>In-Service Courses</b>	<p><b>Signs of Safety: Creation and Improvement of Safety Plans (Webinar)</b>                      This session will focus on the skills Signs of Safety practitioners use as they develop safety plans with families that are effective at keeping the harm and danger that happened in the past from happening again in the future. The session will include simple solution focused questions and skills that help get the family involved in thinking their way into and through their children’s safety. The use of safety objects will be described. Participants will be asked to examine safety plans for gaps. More advanced skills for bringing the plan back to the family group or network each time circumstances provide the family with a fantastic opportunity to sharpen their safety plan will be provided, and the idea that effective solutions aren’t necessarily related to problems will be discussed.</p> <p><b>Title IV-E Activities:</b>                      Safety planning, social work practice, communication skills required to work with children and families, cultural competency</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b>	<p><b>Signs of Safety: Effectively Using Mapping In The Office and Field (Webinar)</b>                      This session will describe uses for the Signs of Safety map from beginning use by new Signs of Safety practitioners in the office and in the field to using advanced solution-focused skills together with the map in order to build strengths that overcome identified</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>dangers. Participants will work on asking questions to get clear behavioral descriptions into the map. They will practice writing harm and danger statements collaboratively, inverting the statements into agency safety goals, and putting the goals into scales. Participants will practice using scaling questions to identify strengths, and practice using strengths to identify small next steps for doing more of what is already working. Participants will examine different ways the map is used as a case assessment and planning tool for the practitioner and supervisor, as a case consultation tool, and as a tool for organizing interviews with family members and family groups and networks, defining an ongoing conversation, and documenting progress.</p> <p><b>Title IV-E Activities:</b> Safety planning, social work practice, communication skills required to work with children and families, cultural competency</p>				
<b>In-Service Courses</b>	<p><b>Signs of Safety: Reunification Planning (Webinar)</b> This session will focus on the use of the Words and Pictures (W&amp;P) tool to define agreement and partnership between the family and the agency. Social workers will describe the impact the use of the tool has had on parents and children when the W&amp;P story is read to the children. Uses for the W&amp;P tool for getting commitment from family group and network members will be described.</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>Participants will have opportunities to put situations into words that parents are likely to accept that also describe the seriousness of the situation from the agency's perspective. More advanced Signs of Safety skills such as using the W&amp;P tool as the foundation for planning for successful reunification will be described.</p> <p><b>Title IV-E Activities:</b>            Permanency planning, social work practice, communication skills required to work with children and families, cultural competency</p>				
<p><b>In- Services Courses</b></p> <p><b>NEW</b></p>	<p><b>Skills and Practices for Success in an Alternative Response System</b></p> <p>This one day session will reinforce the philosophy of Family Centered Practice with a focus on the skills needed and new procedures required for successful delivery of an Alternative Response with families. Knowledge and skill development areas will include: Engagement and Communication, Assessment, Cultural Competence, Partnering, Advocacy, Community Collaboration and Resource utilization. Participants will also receive instruction on new processes and procedures for MD CHESSIE and Alternative Response documentation.</p> <p><b>Title IV-E Activities:</b>            Cultural competency, social work practice,</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	communication skills required to work with children and families				
<b>In-Service Courses</b>  <b>NEW</b>	<p><b>Stalking: Technology as a Tool of Abuse –</b> This training will provide an overview of intimate partner stalking dynamics and tactics with an emphasis on stalking using technology. The training will cover ways to help victims develop domestic violence safety plans that can help keep themselves and their children safe. Safety planning around victim's and children's technology use will be emphasized. Participants will increase their awareness of technologies that can be misused by abusers and they will build domestic violence safety planning skills to use with victims. Criminal and civil legal options are available to victims who are being stalked by a current or former partner. Participants will increase their knowledge of these legal remedies and build skills to help victims document stalking behaviors for possible future use in legal proceedings.</p> <p><b>Title IV-E Activities:</b> Communication skills, domestic violence, service referrals</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b>	<p><b>Structural Analysis Family Evaluation (SAFE)</b> - This two-day training is mandatory for LDSS supervisors and their workers who conduct home studies. The two-day curriculum is an in-depth, step-by-step training in the use of Structured Analysis Family Evaluation. Day One is devoted to</p>	12 Hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Adoption and Out-of-Home Care caseworkers (mandatory)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>explaining the instrument and how it works. Day Two is interactive - participants perform a SAFE Home Study</p> <p><b>Title IV-E Activities:</b> Home Studies</p>				
<p><b>In-Service Courses</b></p> <p><b>NEW</b></p>	<p><b>Structural Analysis Family Evaluation (SAFE) Refresher Training –</b> The refresher is a one-day training designed to inform <i>experienced safe practitioners and supervisors</i> about what’s new with SAFE, review the revised Maryland template (released March 3, 2013), strengthen mitigation skills, and improve SAFE home study writing skills. There will be ample time for participates to ask questions and engage in clinical discussion of difficult home study issues.</p> <p><b>Title IV-E Activities:</b> Home Studies</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Adoption and Out-of-Home Care caseworkers (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<p><b>In-Service Courses</b></p>	<p><b>Structural Analysis Family Evaluation (SAFE) for Supervisors -</b> This one-day supervisor's training is designed to aid supervisors in proper supervision of SAFE. This course teaches supervisors how to introduce SAFE to new workers. Although Consortium for Children mandates that all individuals using SAFE attend the SAFE 2-day training we understand that a worker can't sit around waiting for the next SAFE training</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Adoption and Out-of-Home Supervisors (mandatory)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>and that supervisors must be able to help them begin to do the work as soon as possible.</p> <p><b>Title IV-E Activities:</b> Home Studies</p>				
<p><b>In-Service Courses</b></p> <p><b>NEW</b></p>	<p><b>Supervision Matters: Experienced Supervisors</b> This certificate program is designed for any new child welfare supervisor to promote their development of the essential knowledge and skills necessary to ensure that the agency mission and goals are accomplished and that the outcomes of safety, permanence; and are achieved for children and families through the delivery of competent, sensitive, and timely services. This training is designed enhance the personal and professional development of experienced supervisors and support the implementation and practice of supervisory skills and knowledge. Students attend the training 2 days of the month over a six month period.</p> <p><b>Title IV-E Activities:</b> Supervision, social work practice, communication skills, cultural competency and ethics.</p>	72 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<p><b>In-Service Courses</b></p> <p><b>NEW</b></p>	<p><b>Supervision Matters: New Supervisors</b> This certificate program is designed for any new child welfare supervisor to promote their development of the essential knowledge and skills necessary to ensure that the agency mission and goals are accomplished and that the outcomes of safety, permanence; and are</p>	72 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>achieved for children and families through the delivery of competent, sensitive, and timely services. This training is designed enhance the personal and professional development of new supervisors and support the implementation and practice of supervisory skills and knowledge. Students attend the training 2 days of the month over a six month period.</p> <p><b>Title IV-E Activities:</b> Supervision, social work practice, communication skills, cultural competency and ethics.</p>				
<p><b>In-Service Courses</b>  <b>NEW</b></p>	<p><b>Supervisory Support for Identifying and Managing Your Own and Your Workers' Compassion Fatigue and Secondary Traumatic Stress -</b> As a consequence of working with a family and trauma, workers will be affected and changed by the experience of being exposed to traumatic events and being engaged in a helping relationship with families. Each worker responds differently to traumatic material and these reactions and resilience, in turn, influence practice. This class, open only to supervisors, will focus on the demands placed on supervisors and their special role. The class will include activities related to self-reflection and planning for self-care.</p> <p><b>Title IV-E Activities:</b> Supervisory skills, social work practice, communication skills</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>In-Service Courses</b>  <b>NEW</b>	<b>Supporting Permanency, Debunking Myths and Beginning Family Finding</b> The training will explore common myths and misconceptions regarding foster care and creating permanency for youth. Participants will be encouraged to examine personal attitudes, biases, and beliefs that may create barriers to pursuing permanency for youth, as well as systemic factors that can impede progress. The importance of permanency will be reinforced, and the negative implications for youth who age out of foster care without life-long connections or supports will be examined. The second part of the day will focus on Assessing and Preparing Youth for Permanency: Children in foster care come with a history, and quite understandably, most have strong feelings about the transition to permanency and/or adoption.  <b>Title IV-E Activities:</b> Family Centered practice, permanency planning , youth engagement, development of case plan, referral to services, communication skills required to work with children and families	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b>  <b>NEW</b>	<b>The Emotionally Intelligent Supervisor --.</b> This seminar will define emotional intelligence, explain why it is important, and offer specific strategies and ways to foster emotional intelligence. Participants will learn how the major components of emotional intelligence (self-awareness, self-regulation,	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Supervisors	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>social skills, motivation, and empathy) can be successfully applied to enhance their own performance, as well as the performance of the workers they supervise. By understanding and practicing emotional intelligence, supervisors can manage with greater calm, confidence and control, even in the midst of chaos.</p> <p><b>Title IV-E Activities:</b> Supervision, social work practice,</p>				
<p><b>In-Service Courses</b></p> <p><b>NEW</b></p>	<p><b>Trauma and Sexualized Behavior in Children and Teens</b> This workshop will provide an overview of normal childhood sexual development and the factors that influence healthy versus unhealthy patterns. Participants will gain a better understanding of the impact of sexual abuse and the characteristics of children and teens who are more likely to exhibit sexualized and abusive behavior. Participants will also learn specific interventions and techniques to employ when working with sexually abused and abusive children/teens and their families. Emphasis will be placed on early identification, problem prevention, and establishing a safe and healing household to better ensure a successful placement.</p> <p><b>Title IV-E Activities:</b> Social work practice, child abuse and maltreatment, case management, referral to services, child development, communication</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service</b>	<b>Trauma Informed Child Welfare System –</b>	6 hours	University of	Child Welfare	Title IV-E Training at

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>Courses</b>  <b>NEW</b>	<p>A trauma informed child welfare workforce is knowledgeable about how trauma affects an individual at any stage of development and is strategic about incorporating specific elements in their service delivery to improve communication, increase awareness to ultimately reduce trauma for children. This workshop will explore the origins of trauma and the impact of trauma on the neurological system and the subsequent cognitive distortions and behavioral manifestations. Participants will also gain knowledge regarding appropriate trauma informed screening, assessment and intervention strategies for families and foster care providers.</p> <p><b>Title IV-E Activities:</b> Trauma and mental health, social work practice, client advocacy</p>		Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Caseworkers and Supervisors (elective)	75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b>  <b>NEW</b>	<p><b>Understanding Adolescent Sexuality and Addressing the Special Needs of LGBTQ Youth</b></p> <p>This workshop will address many questions that can immediately come into play when Child Welfare staff are faced with working with LGBTQ (Lesbian, Gay, Bisexual, Transgender and Questioning) youth. This workshop is designed to address many of these questions. Today, American youth are "coming out" at younger and younger ages and as a result, they are showing up in greater numbers in the Child Welfare system. More</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>often than not, Child Welfare staff feel ill prepared to deal with the special needs that these LGBTQ youth present. Human sexuality in its broadest terms, definitions of the various sexual orientations, adolescent psycho-sexual development, and the special developmental and service needs of LGBTQ youth will be addressed. Personal attitudes, values, feelings and beliefs and how they might impact working with LGBTQ youth will also be explored.</p> <p><b>Title IV-E Activities:</b> Communication skills, cultural competency, social work practice,</p>				
<p><b>In-Service Courses</b></p> <p><b>NEW</b></p>	<p><b>Understanding the Association between Foster Care and Human Trafficking –</b> This half-day training is designed to educate child welfare workers to ensure that high-risk and trafficked males and females placed in foster care are identified, assisted, and protected. Training participants will gain a better understanding of what human trafficking is, the basics of domestic minor sex trafficking and forced labor trafficking, how to better identify potential trafficking victims, the laws and referral mechanisms, myths and misconceptions about sex trafficking, and much more. CWA trainers have been certified by the Maryland the Maryland Human Trafficking Task Force to conduct this training.</p> <p><b>Title IV-E Activities:</b></p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	Communication skills, social work practice, service referrals				
<b>In-Service Courses</b>  <b>NEW</b>	<p><b>Working with Boys and Young Men in Child Welfare and Other Settings</b>  This highly interactive workshop will give participants the opportunity to identify some of the difficulties encountered when working with boys and young men, find ways around the resulting behaviors/issues and develop strategies for working more effectively with this unique group in Child Welfare and other settings. Male socialization, sex-role stereotyping, mixed messages men receive, adolescent male development, condom education and more effective strategies for communicating with boys/young men will all be explored. This workshop will be both academic and practical and will focus on understanding and intervening with boys and young men and on behavior change. The workshop will end with peer case consultations to assist participants with difficult case situations.</p> <p><b>Title IV-E Activities:</b>  Cultural competency, communication skills, social work practice</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service Courses</b>	<p><b>Working with Immigrant Youth in Foster Care and Juvenile Justice</b> - Focusing on immigrant youth, this workshop will review a variety of topics and provide information regarding the immigration system for non-citizen youth, provide an overview of the</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>immigration laws and obligations related to enforcement and consequences of failure to comply, detention and its negative impacts on youth, and some discussion about individual cases. Immigration related resources and referral information will also be provided.</p> <p><b>Title IV-E Activities:</b> Case management, cultural competency</p>				
<p><b>In-Service Courses</b></p> <p><b>NEW</b></p>	<p><b>Working with Sexually Diverse Youth: Creating Safe Spaces –</b> Adults are often challenged to address issues and answer difficult questions posed by youth. It is crucial for staff to provide a consistent message to young people, especially when it concerns sexual health. This training will explore the broad range of sexual diversity including: homosexuality, bisexuality and gender identity. We will focus on strategies to enhance a participant's communication and messaging skills as they relate to sexuality issues. In addition to discussion, practice of skills and other interactive activities, local resources for youth and professionals will be identified.</p> <p><b>Title IV-E Activities:</b> Cultural competence, communication skills, youth development</p>	6 hours	University of Maryland, School of Social Work (UMB/SSW) Child Welfare Academy	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<p><b>In-Service Courses</b></p>	<p><b>Youth Engagement</b> This highly interactive training is designed</p>	6 hours	University of Maryland, School of	Child Welfare Caseworkers and	Title IV-E Training at 75% FFP after applying

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>around the newly developed Youth Engagement model (a continuum of the Family Centered Practice Model with a focus on youth involvement) and includes youth participation throughout the training day. Participants will hear from the youth as panelists and then will work collaboratively on real case examples highlighting successes in case planning. Groups will have ample opportunities for problem solving specific challenges and barriers related to the core practices identified in the model. The latter part of the training will focus on strategies to ensure successful implementation of the model by LDSS staff, youth and family members and community partners.</p> <p><b>Title IV-E Activities:</b> Social work practice, case management, communication skills, cultural competency, permanency planning,</p>		Social Work (UMB/SSW) Child Welfare Academy	Supervisors (elective)	Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>Courses Offered by the Office of Continuing Professional Education (CPE)<sup>3</sup></b>					
<b>In-Service CPE Courses</b>	<p><b>Addressing Ethical Issues When Making Required Reports of Maltreatment or Harm-</b>                      Complex legal, ethical and therapeutic issues are raised when making required reports of suspected maltreatment or adhering to the statute describing a social worker’s “duty to warn”. This full-day workshop will highlight the new changes in the past two years to the child abuse and neglect law as well as the new COMAR chapter revised in June 2011 for social workers concerning ethics. Content will also include the complex issue of making reports when an adult discloses he/she was maltreated as a child. Special focus will be on the development of strategies for dealing with ethical decisions that social workers face in their practice with children and families.</p> <p><b>Title IV-E Activities:</b>                      Ethics</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>Advance Intervention in Emotional Eating</b>                      – In our society, food is used socially and for comfort rather than for nourishment only. This workshop is designed to address the many complexities of emotional eating and the importance of probing for the unresolved family/identity or developmental issues. This training is geared for those working in agencies, health care settings, and private practice.</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

<sup>3</sup> Advance Training Offered by the UMB School of Social Work Office of Continuing Professional Education varies each year.

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<b>Title IV-E Activities:</b> Social work practice, mental health				

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<p><b>In-Service CPE Courses</b></p>	<p><b>Advanced Ethics: Applying Ethical Concepts When Addressing REAL Issues in Complex Social Work Practice-</b>                      It is possible to understand ethical concepts and be familiar with terms often associated with ethical decision making, but it is a different matter to apply these concepts to the complex and varied issues that are part of social work practice. Using current media sources, case scenarios and practice activities the following ethical concepts will be covered: Service to clients, protect the vulnerable, client self-determination, privacy &amp; confidentiality and conflicts of interest. Risk management strategies will also be covered as well as the new COMAR chapter revised for social workers concerning ethics.</p> <p><b>Title IV-E Activities:</b>                      Ethics</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<p><b>In-Service CPE Courses</b>  <b>NEW</b></p>	<p><b>An Exercise in Ethics —</b>                      This Ethics workshop will provide a comprehensive overview of the development of ethics in our industry. Specific case examples will be highlighted to assist participants in understanding the value and purpose of ethically based practice. In addition to the historical background, participants will be given the opportunity to explore current real world ethical dilemmas and work to identify the particular portion of the code to be addressed.</p> <p><b>Title IV-E Activities:</b>                      Ethics</p>	<p>3 hours</p>	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<p><b>In-Service CPE Courses</b></p>	<p><b>Another Chance: Preventing Additional Births to Teen Mothers</b> – Since the early 1990s, the United States has made extraordinary progress in reducing teen pregnancy and birth rates. While that is encouraging, it is not all good news for teen mothers. Nearly one-quarter of teen mothers have a second birth before age 20. This workshop will explore what is known about births to teen mothers, the factors that seem to increase the chances of such births occurring to teen mothers; best practices for teen parents, and the potential for prevention. Programs and services available to teen parents and pregnancy prevention resources will be shared.</p> <p><b>Title IV-E Activities:</b> Social work practice, cultural competency, assessing to determine whether a situation requires a child’s removal, case management, youth engagement</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<p><b>In-Service CPE Courses</b></p>	<p><b>Battling the Bully: Brain-Inspired Responses to Bullying</b> – Bullying has become a significant concern on many campuses as students with physical or cognitive advantages intimidate and exploit their more vulnerable classmates, often with sophistication and a discreetness that makes it difficult for adults to observe and intervene. In this workshop, bullying, as well as boredom and other challenging behaviors, will be looked at through the lens of cognitive neuroscience with a new perspective provided</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	on the often perplexing behaviors of these students.  <b>Title IV-E Activities:</b> Social work practice, cultural competency, child abuse & neglect issues, child development				

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>In-Service CPE Courses</b>	<p><b>Child Abuse and the Brain: The Developmental Impact of Trauma in Childhood-</b></p> <p>Key discoveries in neuroscience have revealed a more comprehensive and sophisticated understanding of the impact of child abuse on the developing brain. With incredible specificity, scientists have mapped how the experience of abuse in childhood changes the growing brain and predisposes it to psychiatric disorders in adulthood. Understanding the specific consequences of abuse on the growing brain can significantly inform interventions and inspire new approaches for the focus and goal of treatment for child abuse victims.</p> <p><b>Title IV-E Activities:</b> Child abuse &amp; neglect, child development, trauma, mental health</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>  <b>NEW</b>	<p><b>Children and Adolescence: The Growing Trend of Mental Health Diagnosis and Medication –</b></p> <p>This workshop will explore the effects of medication and how many children have lost the ability to self-soothe and regulate emotions, unless they are given a pill. Participants will be able to identify best treatment modalities for treating children and adolescents. This is an interactive workshop where cases vignettes will be presented and participants will work in a group setting.</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<b>Title IV-E Activities:</b> Mental health, child development, social work practice				

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<p><b>In-Service CPE Courses</b></p>	<p><b>Cultural Competence: Integral to Effective Clinical Supervision</b>                      Cultural diversity covers a wide range of distinctions among people, including race, class, age, gender, religion, sexual orientation, and physical/mental challenges. Cultural competence refers to a personal and professional commitment to the process of learning about these distinctions and developing the ability to relate effectively and productively to people from diverse cultural backgrounds. This workshop is designed to generate a great deal of communication among participants and will be experiential and interactive.</p> <p><b>Title IV-E Activities:</b>                      Cultural competence, communication skills, social work practice</p>	<p>12 hours</p>	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	<p>Child Welfare Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<p><b>In-Service CPE Courses</b></p>	<p><b>Ethical Considerations When Addressing Client Sexual Issues</b> —                      Social workers routinely face ethical questions and decisions in day-to-day practice. However, ethical issues and questions are almost always front and center when working with clients’ sexual issues. Risky sexual behaviors, life cycle stages, HIV, pregnancy and parental involvement are all issues that can lead to complicated ethical questions and/or decision making. This workshop will explore some of the ethical issues and questions faced by clinicians and suggest ethical decision making processes for addressing those issues and questions.</p>	<p>3 hours</p>	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<b>Title IV-E Activities:</b> Ethics				

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<p><b>In-Service CPE Courses</b></p>	<p><b>Ethical Considerations When Working with GLBTQI Clients- -</b>                      Working with GLBTQI clients can often present social workers with ethical dilemmas; often even before a social worker ever sees or meets a client. GLBTQI clients frequently want to know the sexual orientation/identity of a social worker and/or the social worker’s feelings about a variety of sexual issues before they will make an appointment. Self-disclosure, sharing reactions to political events, and dealing with stereotypes are issues that frequently are presented when working with GLBTQI clients. This workshop will identify and explore possible options for resolving some of these complex issues.</p> <p><b>Title IV-E Activities:</b>                      Ethics</p>	<p>3 hours</p>	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<p><b>In-Service CPE Courses</b>  <b>NEW</b></p>	<p><b>Ethics II: Heavy Lifting – HALF DAY –</b>                      This half-day Ethics workshop is the successor to Exercise in Ethics training. Participants will specifically look at major ethical pitfalls that trip up social workers. Participants will dive into five major ethical concerns that have caused clinicians to have their licenses suspended or revoked. We will also discover hidden truths about the social work profession by discussing ways in which we can call ourselves, our colleagues and our profession to a higher level of excellence. This section will further highlight practical tips gathered from liability carriers on how to avoid any issues.</p>	<p>3 hours</p>	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<b>Title IV-E Activities:</b> Ethics				

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>In-Service CPE Courses</b>	<p><b>Ethics in Supervision-</b> Supervisors practice in a legal and ethical context. Ethical requirements carry the sanction force of law. This workshop describes the specific ethical requirements of supervisors reviewing core values, ethical duties and dilemmas, and direct vicarious ethical liabilities faced by supervisors including issues related to dual relationships and boundary issues between supervisors and supervisees.</p> <p><b>Title IV-E Activities:</b> Ethics, supervision</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Supervisors and managers (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>Ethics and Multiculturalism in Social Work Practice —</b> This workshop is designed to provide participants with an understanding of multiculturalism and its implications for social work theory and practice. As mandated in the NASW Code of Ethics, social work professionals are to help achieve a multicultural egalitarian society.</p> <p><b>Title IV-E Activities:</b> Ethics, cultural competence</p>	3 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>Ethics and Self Care –</b> This workshop will provide practitioners with self-care strategies to promote resilience, improved health and quality of life in clients that are dealing with family stress, workplace dynamics and other interpersonal problems and crisis that can be</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education <sup>4</sup>	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

<sup>4</sup> University of Maryland, Baltimore – Office of Continuing Professional Education Workshops are provided on site at the University and/or other regional sites

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	overwhelming and exhausting.  <b>Title IV-E Activities:</b> Ethics				

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>In-Service CPE Courses</b>	<p><b>Ethics in Self-Disclosure in Cyberspace</b> – Examine a stunning array of types of (self) disclosures on the Internet and the efforts made by professional organizations and individuals to assure ethical disclosure of information from professionals using any form of electronic media sites.</p> <p><b>Title IV-E Activities:</b> Ethics</p>	3 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>Everyday Ethical Dilemmas in Social Work Practice</b> – Using the NASW Code of Ethics as the foundation, this workshop will focus on those everyday ethical dilemmas social workers face. This workshop will help social workers address the dilemmas through lecture, experiential exercises, vignettes, and group discussion. Social workers will be introduced to a decision making protocol and a decision chart to aid in their ethical reasoning when faced with a dilemma. This workshop will provide social workers with the opportunity to increase self-awareness. The NASW Code of Ethics will be reviewed.</p> <p><b>Title IV-E Activities:</b> Ethics</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>Evidence-Based Interventions for Children and Adolescents-</b> There is a move in the mental health profession towards more evidence-based practices. Unfortunately, many clinicians are not familiar with what evidenced- based</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>practice is and what interventions are available. This workshop will present an overview of evidenced-based interventions. Attendees of this workshop will be introduced to a range of available interventions for working with children, and learning how to select effective interventions. This workshop is recommended for those who are not familiar with evidenced -based practices and those who are looking to expand their practice and/or services offered.</p> <p><b>Title IV-E Activities:</b> Ethics</p>				

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>In-Service CPE Courses</b>	<p><b>Exploring Domestic Violence and Its Impact on the Families in Your Community-</b> Domestic violence opens up a range of substantive issues when it comes to delivering services to victims. This workshop provides the opportunity for professionals to respond effectively to the complex challenges families and individuals in domestic violence situations face on a daily basis. It is designed help the participants to identify their own attitudes and value judgments about domestic violence and to create a deeper understanding of this issue. The objectives are to promote discussion and to raise awareness on domestic violence so that professionals are able to develop appropriate strategies to deal with perpetrators, assist victims/survivors and reduce domestic violence in their communities.</p> <p><b>Title IV-E Activities:</b> Domestic violence, assessment to determine whether situation requires removal, referral services, safety planning</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>Exploring Parental Conflict and Its Impact on Children</b> – This workshop will explore parental conflict and its impact on children. When parents struggle to parent/co-parent, it has a major impact on the children and places them in a very awkward position. Participants will gain insight into how they view and approach conflict with families. They will also learn how to de-escalate individuals or</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>couples who may be having struggles in their relationship or co-parenting.</p> <p><b>Title IV-E Activities:</b>                      Social work practice, communication skills required to work with children &amp; families, family centered practice</p>				

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<p><b>In-Service CPE Courses</b></p>	<p><b>Fetal Alcohol Spectrum Disorders in Children –</b>                      This workshop will be an in depth exploration of Fetal Alcohol Spectrum Disorders (FASD) in children. Like many mental health disorders, intrauterine exposure to alcohol results in a range of outcomes along a spectrum rather than a simplistic, categorical, yes/no classification. As the vast majority of these children go unrecognized or misdiagnosed, the prevalence of FASD makes it a problem of much significance for our culture. The various pathways by which alcohol affects the fetus, the variability of developmental impacts, patterns seen in children with FASD, the FASD child in school, adult outcomes, and treatment interventions will all be covered.</p> <p><b>Title IV-E Activities:</b>                      Trauma, mental health, child development, social work practice</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<p><b>In-Service CPE Courses</b></p>	<p><b>Finding Our Way in the Dark: Use of Play-Based, Developmentally Sensitive CBT to Address Childhood Anxiety –</b>                      This workshop is designed to introduce participants to the use of a developmentally sensitive approach to treating childhood anxiety. Integrating play therapy and cognitive-behavioral therapy provides a powerful modality to join with our young clients as they tackle their worries and fears. This workshop will provide participants with background knowledge on the problem of</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>anxiety in childhood and equip them to take a team-based approach with children, parents, caregivers, and teachers to address this important issue. Introductory knowledge of play therapy and/or CBT is helpful as this workshop will focus on how to integrate the two approaches.</p> <p><b>Title IV-E Activities:</b>                      Child development, social work practice, family centered practice</p>				

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>In-Service CPE Courses</b>  <b>NEW</b>	<b>General Supervision for New Supervisors -</b> This two day workshop provides an overview of basic skills and resources necessary for effective general supervision. Participants will gain a better understanding of the role, function, and characteristics of an effective supervisor in addition to the basics of personnel management. This training is designed for human service workers with fewer than two years of supervisory experience or individuals wanting to enhance supervisory knowledge and skills.  <b>Title IV-E Activities:</b> Supervision, social work practice	12 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<b>Helping Caregivers Understand and Participate in the Therapeutic Process —</b> In this course participant learn new strategies useful in forming alliances with parents, foster parents, and kinship care providers to help children in recovering from Adverse Life Events (ALEs).  <b>Title IV-E Activities:</b> Communication skills required to work with children & families, family centered practice, trauma	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<b>HIV and AIDS: Ethical Considerations &amp; Evidence -Based Programs-</b> Workshop participants will explore the many nuances and standard ethical considerations when serving clients living with HIV and AIDS. Evidence- based programs for combating issues such as medication	3 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>adherence, diagnosis disclosure, sexual relationships, and partner notification will also be explored during this workshop. Participants will create a unique project to take home that will allow them to review information learned during the workshop.</p> <p><b>Title IV-E Activities:</b> Ethics</p>				

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>In-Service CPE Courses</b>	<p><b>Human Trafficking and Social Work Practice: Ethical Considerations and Critical Skills for Effective Work with Sex and Labor Trafficking Victims</b> – Participants will achieve a basic understanding of Federal and State laws against human trafficking, learn to identify and work effectively with victims of various cultures and develop coalition-building skills.</p> <p><b>Title IV-E Activities:</b> Ethics, assessment to determine whether a situation requires the removal of a child, trauma, mental health, social work practice</p>	3 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Supervisors and managers (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>Human Trafficking and Social Work Practice: Ethical Considerations and Critical Skills for Effective Work -</b> Participants will achieve a basic understanding of federal and state laws against human trafficking, learn to identify and work effectively with victims of various cultures and develop coalition-building skills.</p> <p><b>Title IV-E Activities:</b> Ethics, assessment to determine whether a situation requires the removal of a child, trauma, mental health, social work practice</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>Human Trafficking - A Modern Day Form of Slavery: Identifying the Victims, Their Traumas, and Appropriate Interventions</b> – Learn how girls and boys get caught in the web of domestic human trafficking by exploring the victimization process. Consider</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>how various forms of induction into commercial sexual exploitation and the victim's history play a role in her/his resiliency to this form of trauma. An overview of the types of traumas experienced, pimp tactics, and various coping strategies expressed by victims will help determine appropriate interventions for placement and treatment. Also, learn about the new Maryland law that includes human trafficking as a form of sexual abuse and therefore mandates services and treatment for victims via Child Protective Services. Review resources that are currently available and how other states are aligning services to meet the unique needs of human trafficking victims.</p> <p><b>Title IV-E Activities:</b> Assessment to determine whether a situation requires the removal of a child, trauma, mental health, social work practice</p>				

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<p><b>In-Service CPE Courses</b></p>	<p><b>Introduction to Motivational Interviewing</b>            Do you ever feel like you are spinning your wheels with clients who are “stuck” or “defeated”? In this experiential workshop, participants will learn how to use motivational interviewing effectively to join with clients to tackle problem behaviors by tailoring their clinical approach according to the clients’ readiness to change. Through didactic presentation, case examples, and small and large group activities, participants will learn how to use the transtheoretical model of change/stages of change model and motivational interviewing to address a range of behavioral issues in adolescent and adult clients.</p> <p><b>Title IV-E Activities:</b>            Communication skills required to work with children &amp; families, social work practice</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<p><b>In-Service CPE Courses</b></p>	<p><b>Keeping Eyes on the Prize: Strategies to Engage Boys of Color</b>            In this workshop, we will carefully study ways to insure that we teach all children, particularly boys, in intellectually, socially, and culturally appropriate ways. In addition, this workshop will focus on helping educators who work with African American boys to understand their cultural and developmental identities, learning styles, expressions, and behaviors in order to reduce conflicts between the boys and to increase educational stamina. We will also discuss the</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>history and current rationales to understand why some Black male youths perceive violence as the only way to react to stress and life's challenges.</p> <p><b>Title IV-E Activities:</b> Child development, cultural competence, social work practice</p>				

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<p><b>In-Service CPE Courses</b></p>	<p><b>Kindling the Fire of Change: Use of Motivational Interviewing to Address Sexual Risk Behavior in Teens in Foster Care –</b>                      In this experiential workshop, participants will learn how to use Motivational Interviewing to intervene with teens in foster care who exhibit sexual risk behaviors. Through didactic presentation, case example, and small and large group activities, participants will learn about the problem of sexual risk behavior and teen pregnancy for foster youth as well as how to use the transtheoretical model of change/stages of change model and motivational interviewing to address this critical social work issue. Participants will leave with a renewed sense of promise in tackling sexual risk behavior in collaboration with their clients and the tools to kindle the fire of change within these vulnerable teens.</p> <p><b>Title IV-E Activities:</b>                      Communication skills required to work with children &amp; families, trauma, mental health, youth engagement, social work practice</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<p><b>In-Service CPE Course</b></p>	<p><b>Managing Change-</b>                      “The fast changing world of human services organizations demands managers to be equally skilled in managing both for stability and for change. As the marketplace changes, as funders demand more and different</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	<p>Child Welfare Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>accountability, the task of the manager changes rapidly. This workshop will examine the factors influencing change, the strategies that help the board and the staff to adjust to change, and the need to always keep the organizational mission in the forefront. “</p> <p><b>Title IV-E Activities:</b> Supervisory skills, social work practice</p>				

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<p><b>In-Service CPE Course</b></p>	<p><b>Oil &amp; Water: The Attachment Disordered Child and School-</b>                      This workshop will be an in depth exploration of how children with attachment disorder tend to function in school settings. The first part of the workshop will provide an overview of attachment disorder (AD) and its overall impact on development and functioning. How this then interfaces with some of the fundamental aspects of the school context will be outlined. Behavioral patterns that attachment disordered children frequently exhibit in school will be described and connected back to their origins in the makeup of attachment disorder itself. The second half of the workshop will focus on interventions specifically tailored to address the primary challenges that AD children present to educational professionals. Common interventions that emerge out of basic classroom management, but tend to be ineffective with the AD population, will be reviewed. What will be offered instead, will be an array of strategies that are tailored to the AD population in educational setting.</p> <p><b>Title IV-E Activities:</b>                      Mental health, child development, client advocacy</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<p><b>In-Service CPE Courses</b>   <b>NEW</b></p>	<p><b>PTSD: Understanding How the Victim Becomes the Accused</b> – This workshop will focus on understanding the role of posttraumatic stress disorder and the link between someone being a victim and</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work – Continuing Professional</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>becoming the accused. Specifically, the role of physical and emotional trauma will be explored. Studies show that children who are exposed to domestic violence, trauma, neglect and abuse are more likely to develop depression, anxiety and aggression. This workshop will explore the thin line between victim and abuser. This is an interactive workshop with case scenarios presented and discussed.</p> <p><b>Title IV-E Activities:</b> Trauma, mental health, domestic violence, child abuse &amp; neglect, social work practice</p>		Education		

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>In-Service CPE Courses</b>	<p><b>Raising Cain: A Closer Look At Younger Boys —</b> Appropriate for social workers at all levels of experience, this workshop will present meaningful and relevant intervention strategies for working with pre and early adolescent boys.</p> <p><b>Title IV-E Activities:</b> Child development, cultural competency</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>Reaching the Disconnected Parent</b> Although parents care about their children and wish to have positive relationships, lack of time, easily accessible information, consumer friendly material or unwilling partners can make it difficult to achieve a mutually beneficial relationship between parent and child. This interactive workshop offers an opportunity to learn how to engage disconnected parents, who are often non-responsive and apathetic.</p> <p><b>Title IV-E Activities:</b> Communication required to work with children &amp; families, family centered practice, social work practice</p>				Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>Reigniting the Flame: Self Care to Prevent Burnout-</b> Your relationship with your work is one that must be consistently nurtured and reignited. Failing to do so could have an impact on a practitioner’s ability and desire to provide effective services. This training will explore</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	issues of impairment and identify self care strategies to reignite and maintain passion for the field.  <b>Title IV-E Activities:</b> Trauma, mental health social work practice				

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>In-Service CPE Courses</b>	<p><b>Rethinking Attention Deficit Hyperactivity Disorder (ADHD): What Works, What Doesn't and Why</b> – Children and youth with Attention-Deficit Hyperactivity Disorder (ADHD) have unique brains. Like all brains, ADHD minds have strengths and weaknesses. In this workshop, participants will learn twelve power tools for maximizing the strengths and minimizing the contextual weaknesses of the ADHD brain.</p> <p><b>Title IV-E Activities:</b> Child development, mental health</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>  <b>NEW</b>	<p><b>Saddest Song: Teens, Suicide and Developing Brain</b> – The workshop will share with participants the significant insight gained into suicidal behavior over the last decade and supply participants with multiple tools for the practical application of this research to adolescents identified as “at-risk” for severe depression and/or suicide. This workshop will also expose participants to the growing body of resources on brain-compatible therapy and treatment programs for at-risk teens.</p> <p><b>Title IV-E Activities:</b> Trauma, mental health, youth engagement, child development, social work practice</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>Secrets to Understanding and Responding to Adolescent and Teen Trends</b> – Biting and sucking blood, Tanorexia, Hookah Bars, DWT, getting high “without” drugs, tech addiction, Emo, gangs, sex without having</p>	5 hours	University of Maryland, School of Social Work – Continuing Professional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>sex and more. Do these trends reflect an increase in technology, rise in social networking, volume of cable channels and reality television, the falling economy, Similac or changes in societal responses to adolescents and teens? This workshop shows deadly methods to get high, trends in pregnancy pacts, street education, cyberspace, teen culture, and some of the most unbelievable “cool” trends among adolescents and teens. Three key strategies to responding effectively to adolescent and teen trends will be revealed.</p> <p><b>Title IV-E Activities:</b> Youth engagement, child development, cultural competence</p>		Education		

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>In-Service CPE Courses</b>	<p><b>Shattered Image: Self-Identity and Teen Girls</b> – Socio-cultural factors impact the development of self-concept, identify what is the “ideal,” and determine who fits in. Teen girls struggle to meet this standard while at the same time being authentic to who they are. Those who don’t fit this ideal may find themselves bullied, shamed, and ridiculed. This workshop will explore the culture of “fitting in,” the impact of being bullied, and the opportunities to build resilience in young women.</p> <p><b>Title IV-E Activities:</b> Child development, mental health, youth engagement, social work practice</p>	5 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>Social Work Ethics in the Age of Social Media and Electronic Medical Records-</b> This workshop addresses ethical considerations when utilizing various forms of social media. Privacy and confidentiality when utilizing electronic medical records and the proposed Maryland Code of Ethics related to conflicts of interest and client records will be discussed.</p> <p><b>Title IV-E Activities:</b> Ethics</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>Social Work License Preparation Course (NEW Study Guides)-</b> This intensive, comprehensive review program that prepares MSW graduates to pass the LGSW, LCSW, and LCSW-C state</p>	12 hours	University of Maryland, School of Social Work – Continuing Professional	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>licensing exams. The program incorporates a review of test-taking strategies using sample multiple-choice questions that are similar to those found on the licensing exam.</p> <p>Participants will receive four volumes of the Social Work Examination comprehensive study guide with 1,600 sample questions, fifteen full length online practice examinations that cover nine content areas, and three audio CD's.</p> <p><b>Title IV-E Activities:</b> Social work practice</p>		Education		

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>In-Service CPE Courses</b>	<p><b>Supervisors as Leaders-</b> This workshop exposes supervisors to critical knowledge and skills, situational scenarios, and strategies for effectively leading others. Participants will examine a variety of issues related to workplace culture, climate, and personal differences that institutionalize different types of behavior and interactions. Participants will explore how to maximize different types of training for results. This workshop is designed for human service supervisors and managers who are new to supervision or have some supervisory experience and would like to sharpen their supervisory skills.</p> <p><b>Title IV-E Activities:</b> Supervisory skills, social work practice</p>	12 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>Teen Care: Understanding the Digital Underground</b> – OMG! Technology is constantly changing and the younger generations have learned how to stay on the cutting edge. In this workshop, participants will learn the significance of “The Digital Underground,” while developing strategies to communicate this phenomenon to parents/caregivers.</p> <p><b>Title IV-E Activities:</b> Youth engagement, cultural competence</p>	6 hours	University of Maryland, School of Social Work – Continuing Professional Education	Child Welfare Caseworkers and Supervisors (elective)	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>In-Service CPE Courses</b>	<p><b>Terrible Two’s Revisited: Preparing Parents to Survive the Teen Years -</b></p>	6 hours	University of Maryland, School of	Child Welfare Caseworkers and	Title IV-E Training at 75% FFP after applying

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>Professionals who work with families where teens are in crisis need concrete skills to teach parents. Adolescent rebellions and power struggles are a developmental part of parenting children on the way to independent adulthood. Professionals need information that they can quickly share with family members so that they can help take positive action in family management and not be reactive when rebellious teens push their parents' "hot buttons." This workshop will cover teachable skills in assertion, support, encouragement, limit-setting, and problem-solving necessary for parenting rebellious teens.</p> <p><b>Title IV-E Activities:</b> Child development, youth engagement</p>		Social Work – Continuing Professional Education	Supervisors (elective)	Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<p><b>In-Service CPE Courses</b></p>	<p><b>Transference and Counter Transference for Working with Children in Grief and Loss-</b> This workshop will investigate the clinical and practical needs for grieving children and adolescents and the role transference and counter transference serves to promote or obstruct the therapeutic process.</p> <p><b>Title IV-E Activities:</b> Trauma, mental health, child development</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<p><b>In-Service CPE Courses</b></p>	<p><b>Too Many Losses too Soon: Loss and Grief among Foster and Adopted Children –</b> Grief is a difficult emotion to process as an adult, let alone a child. Coupling that emotion with the lack of basic necessities like shelter, security and family makes coping unimaginable. Learn about the unique losses experienced by children in foster care and adoption and about the critical factors that influence children’s reaction to loss.</p> <p><b>Title IV-E Activities:</b> Trauma, mental health, child development, effects of separation , grief &amp; loss</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<p><b>In-Service CPE Courses</b></p>	<p><b>Understanding the Association Between Foster Care and Human Trafficking-</b> Ever wonder what happens to foster children who are lost by the system, tossed out of their homes, or run away from bad situations? Most trafficked children used to be in foster care. These youths tend to be more vulnerable and human trafficking exploits their vulnerabilities and lack of opportunities,</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>while offering promises of marriage, employment, education, and/or an overall better life. Foster care puts children at a greater risk for trafficking for a number of reasons. In this workshop, participants will discuss key factors that may cause foster children to be involved in human trafficking and strategies to prevent victimization.</p> <p><b>Title IV-E Activities:</b> Trauma, mental health, child development, effects of separation , grief &amp; loss</p>				

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<p><b>In-Service CPE Courses</b></p> <p><b>NEW</b></p>	<p><b>Young, Gifted, and Gay: How to make Schools and Organizations Safe for Lesbian, Gay, Bisexual, Transgender, and Questioning Youth –</b></p> <p>This workshop will discuss ways to create a safe and open environment for lesbian and gay youth. The workshop is not about sex; it is not about morality, and it is not “Gay 101.” It’s about safety, equal access and equal protection. It is about making sure that every student feels that he/she can achieve his/her best in school in an environment free of hostility. Participants will learn how to take pro-active steps to prevent the anti-gay attitudes that may exist in a school and afterschool programs from turning into harassment and escalating into violence.</p> <p><b>Title IV-E Activities:</b> Cultural competency, client advocacy, safety planning</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work – Continuing Professional Education</p>	<p>Child Welfare Caseworkers and Supervisors (elective)</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<p><b>Title IV-E Education for Public Child Welfare Degree Programs</b></p>					
<p><b>Field Placement</b></p>					
<p><b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b></p>	<p><b>Foundation Field Education</b> – includes Social Work theories, systems, intervention strategies, social work relationships</p>	<p>2 semesters</p>	<p>University of Maryland, Baltimore; University of Maryland, Baltimore County; Salisbury University, Morgan State University</p>	<p>MSW/BSW students</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b>	<b>Advanced Field Instruction – Clinical</b> – includes social policies, agency system, human behavior, dynamics of families, professional role, engaging clients, linking assessment to plan for intervention	2 semesters	University of Maryland, Baltimore; University of Maryland, Baltimore County; Salisbury University, Morgan State University	MSW/BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b>	<b>Field Education for Management and Community Organization</b> – includes social and power structures, knowledge of agency, management functions, establishing effective working relationships, constructive use of self awareness in practice and supervision	2 semesters	University of Maryland, Baltimore; University of Maryland, Baltimore County; Salisbury University, Morgan State University	MSW/BSW students	No Cost – Provided by existing agency staff
<b>BSW – Foundation Courses</b>					
<b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b>	<b>Information Technology in Social Work</b> - beginning preparation is use of technology for communication, data collection and research in the field of social work	1 semester	University of Maryland, Baltimore County	MSW/BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b>	<b>Social Welfare, Social Policy &amp; Social Work I</b> – overview of the relationship of the social welfare system, social policies, prepares beginning practitioner with an awareness of the range and complexity of problems addressed by the social welfare system	1 semester	University of Maryland, Baltimore County	MSW/BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.
<b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b>	<b>Social Welfare, Social Policy and Social Work II</b> – enables students to understand how social policy decisions impact on social work practice, prepares students to function as competent practitioners in the policy making and analysis process	1 semester	University of Maryland, Baltimore County	MSW/BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate.
<b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b>	<b>Policy, Programs &amp; Services for Children &amp; Families in Child Welfare</b> - explores problems and issues affecting children and families from a historical and practice perspective with specific focus on child maltreatment	1 semester	University of Maryland, Baltimore County	MSW/BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b>	<b>Human Behavior in the Social Environment I</b> - human development and social functioning, understanding how race, ethnicity, culture, gender and socioeconomic factors contribute to and influence personal development and social functioning and family systems	1 semester	University of Maryland, Baltimore County	MSW/BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b>	<b>Human Behavior in the Social Environment II</b> - life span overview, issues and life events significant to social work practice, including teen pregnancy/parenthood, suicide, crime & delinquency, serious mental illness, chemical/substance abuse, changing family constellations	1 semester (required)	University of Maryland, Baltimore County	MSW/BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b>	<b>Social Work Methods I – Introduction to Generalist Social Work Practice</b> – designed to help students develop practice skills particularly in the area of client intake and engagement, data collection, roles and responsibilities needed in the field practicum and in professional practice	1 semester	University of Maryland, Baltimore County	MSW/BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b>	<b>Social Work Methods II – Generalist Social Work Practice with Individuals</b> – focuses on the common knowledge, values and skills which underlie social work practice with diverse client systems	1 semester (Required – must be taken concurrently with the first semester of field work)	University of Maryland, Baltimore County	MSW/BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b>	<b>Social Work Methods III – Selected Intervention Strategies, Research, and Intervention</b> – expands on I and II to increase student’s skills in using the common elements of social work practice with client systems of various sizes	1 semester (Required – must be taken concurrently with Field Instruction II)	University of Maryland, Baltimore County	MSW/BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>Title IV-E Education for Public Child Welfare (MSW/BSW) Degree Program</b>	<b>Social Welfare and Social Policy</b> – introduces conceptual approaches to policy analysis and assesses selected social policies, programs and services	1 semester (required)	University of Maryland, Baltimore County	MSW/BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>MSW Foundation Courses</b>					
<b>Title IV-E Education for Public Child Welfare Program (MSW/BSW Degree Program)</b>	<b>Social Work Practice I Social Work Practice II</b> - these courses teach a generic model of social work practice; practice is taught with individuals, groups, families, communities and organizations	1 semester each (Required with Foundation Field Instruction)	University of Maryland, Baltimore Salisbury University, Morgan State University	MSW/BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Title IV-E Education for Public Child Welfare Program (MSW/BSW Degree Program)</b>	<b>Human Behavior and Social Environment I &amp; II</b> – includes theories of human behavior, including pathological processes applicable to individuals, organizations; includes impact on individual’s lives	2 semesters	University of Maryland, Baltimore Salisbury University, Morgan State University	MSW/BSW students	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Advanced Curriculum Courses</b>					
<b>Title IV-E Education for Public Child Welfare Program (MSW/BSW Degree Program)</b>	<b>Children and Social Services Policy</b> – presents in-depth the current situation in social services for children; includes consideration of social services system for children and families of diverse identities	1 semester	University of Maryland, Baltimore Salisbury University, Morgan State University		Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>Title IV-E Education for Public Child Welfare Program (MSW/BSW Degree Program)</b>	<b>Research in Child Welfare</b> – focuses on the evaluation of interventions in child welfare with particular emphasis on adoption and foster care	1 semester	University of Maryland, Baltimore Salisbury University, Morgan State University		Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Title IV-E Education for Public Child Welfare Program (MSW/BSW Degree Program)</b>	<b>Clinical Practice with Families and Children in Child Welfare</b> – focuses on the characteristics, strengths and service needs of families and children in the child welfare system; examines issues and builds practice skills related to family support services, child maltreatment and permanency planning	1 semester	University of Maryland, Baltimore Salisbury University, Morgan State University		Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>Resource Parent Training</b>					
<b>Foster/Adoptive/ Kinship Parent In-Service Training</b>	<b>2012 Tax Season: Federal Tax Benefits for Foster, Adoptive and Kinship Providers-</b> info on tax benefits available to foster parents, adoptive parents and kinship caregivers.	3 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>2012 Tax Season: Federal Tax Benefits for Resource Parents-</b> info on tax benefits available to foster parents, adoptive parents and kinship caregivers.	1.5 hours 3 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Access to Special Education</b> – This training is focused on issues around eligibility for special education services. Specific qualifying disabilities are identified and explained. The training also includes roles of various agencies in the process of gaining access to special education services for clients in child welfare.	3 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Attachment Disorder and the Family -</b> Participants will learn the patterns of functioning for these children and how to understand and best deal with the ramifications of attachment disorder in our children. This is a training especially suited for families caring for abused and neglected children.	4 hours	Montgomery Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Beyond Poverty: Brain Inspired Ways to Understand and Respond to Poverty -</b> Participants will learn the specific damage that occurs in the developing brain exposed to poverty, the impact of that damage in the classroom and the community, and the interventions that can be used to overcome poverty's effects. Specific, research-based strategies for combating the negative impact of poverty on learning will be introduced.	6 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Building Our Forever Families: Celebrating Adoptions In MD -</b> November is Adoption Celebration and Awareness Month! Maryland will honor resource families who have adopted children from the child welfare system as well as those who are in the process of adopting and other resource families who are approved to adopt children waiting in foster care. <i>This is a free dinner reception for <u>approved</u> Maryland Resource Parents.</i>	3 Hours	New Psalmist Church, Baltimore, MD	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Complicated Children: Changing their Behaviors -</b> Children with complicated histories of neglect, abuse, and disrupted attachments are a huge challenge to resource parents. Participants will learn why these children behave the way that they do, how to handle behaviors in a way that helps children make long-term changes, and how to recognize and handle a reactions to their child's negative behaviors and attitudes.	6 Hours	Carroll Co. DSS Montgomery Co. DSS University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>Foster/Adoptive/ Kinship Parent In-Service Training</b>	<b>Discipline: Behavioral Support Management &amp; Techniques-</b> info on strategies and techniques to help children learn appropriate behaviors, self-control, accountability, mutual respect and to make good choices.	3 hours 6 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Discipline: Understanding Behavioral Needs of Children Living in Out of Home Placement -</b> Children living in foster, kinship and adoptive homes have a personal history that requires understanding and knowledge of disciplinary skills that will promote healing and adjustment. This workshop will explore behavioral needs and begin developing a toolbox of strategies to assist caregivers with safe and appropriate disciplinary techniques.	3 hours	Frederick Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Early Childhood and Development -</b> In this workshop you will learn about the different developmental domains (physical, social, cognitive, communicative and adaptive) including what children should be learning/doing in each one and at what ages. They will learn how to recognize developmental delays and what to do if a delay is found. This workshop is being facilitated by an early childhood expert who is also a resource and adoptive parent.	3 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>The Effects of Trauma on Young Children</b> – Participants will learn about the effects of trauma on attachment for young children (birth to 5). Signs and symptoms of traumatic reaction in young children will be reviewed and resource parents will learn what to do if you see symptoms of trauma. This workshop is being facilitated by an early childhood expert who is also a resource and adoptive parent.	3 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Family Matter: Engaging the Fathers-</b> Participants will learn creative ways to engage and to increase opportunities for fathers to be connected to the children placed in their home as well as the importance of involvement. Increased father engagement in children’s lives result in better outcome for children and families.	4 Hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-Service Training</b>	<b>Foster Care 101: Court Lingo-</b> help participants understand the purpose of the court hearings and the legal terminology; strategies on ways to help the child and family better prepare for court.	3 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-Service Training</b>	<b>Foster Care 101: Family Involvement Meeting (FIM): Important Role of the Resource Parent</b> - Participants will learn Maryland’s policy and practice model behind The Family Involvement Meeting (FIM). What is FIM? Resource parents should be invited to attend the FIM. Who else should be invited? When is it held? Why is it held?	3 hours	Child Support Office, Snow Hill, MD	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<p><b>Foster/Adoptive/ Kinship Parent In-Service Training</b></p>	<p><b>Foster Care 101: Fostering Successful Placements (AM) - Part 1:</b> strategies to promote placement success, prevent placement disruption, &amp; encourage teaming with the agency worker and birth families. Participants will review and gain knowledge about agency documents, foster care payment foster care policies and mandates.</p> <p><b>Expressions of Youth (PM) - Part 2:</b> Expressions of Youth- Adolescence is a time to express one’s individuality and creativity. Writing poetry, music, tattoos, and dressing distinctively are common ways today’s youth are expressing their individual selves. As professionals build a relationship with youth, it’s important to utilize these expressions as a tool to build rapport.</p>	<p>6 hours</p>	<p>Washington County DSS</p>	<p>Resource Parents, Adoptive Parents, Kinship Parents In-Service</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<p><b>Foster/Adoptive/ Kinship Parent In-service Training</b></p>	<p><b>Foster Care 101: Know Your Foster Parent Rights, Exercise Your Responsibilities -</b> Resource Parents often have a difficult time understanding exactly what is expected of them and how they can appropriately ensure that they collaborate with the social worker and other agencies to ensure that the child in their home has a positive placement experience. This training will address expectations of the resource parents, strategies for teaming and provide information on supports for resource parents. Participants will learn ways to advocate for the child education and medical needs.</p>	<p>3 hours</p>	<p>University of Maryland, School of Social Work</p>	<p>Resource Parents, Adoptive Parents, Kinship Parents In-Service</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Foster Care 101: The Family Involvement Meeting (FIM): I Was Not Invited!</b> - Participants will learn Maryland's policy and practice model behind The Family Involvement Meeting (FIM). What is FIM? Resource parents should be invited to attend the FIM. Who else should be invited? When is it held? Why is it held?	3 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Foster Care Highlights</b>	3 hours	Washington Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Grieving Parents: Turn a Blind Eye and Turn a Deaf Ear</b> – Participants will learn and explore the impact of disenfranchised grief on the biological parents of children living in the child welfare system. Failing to recognize and respond to the grief experienced by biological parents can create an obstacle that prevents many parents from maintaining a relationship with their child and/or from achieving reunification.	3 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-Service Training</b>	<b>Infant, Child, Adult CPR</b> -provides training for use with adult, infant and child victims in a variety of emergency situations. Participants will learn skills to include performing rescue breathing, clearing an obstructed airway, and performing one-rescuer CPR	3 hours	Carroll County DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Jack’s Brain, Jill’s Brain: Gender Difference</b> - Participants will learn how the brains of females and males are developmentally, structurally and functionally different. In addition, this session will acquaint participants with the practical application of gender research to behavioral and emotional interventions with a focus on helping both sexes avoid high risk activities such as drug use, alcohol abuse and sexual activity.	6 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Medication Management</b> - Participants will learn basic medication administration concepts, health care team responsibilities in medication administration, legal and ethical aspects, some drug effects on systems of the body, professionalism, communication skills, anatomy and physiology related to medication administration, safety and infection control, first aid and emergency care, common medication administration problems, special care concerns, and other health care topics.	3 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Navigating the Challenges of the Educational System</b> - This workshop will provide resource parents with information on what Maryland schools are required to provide regarding student records and sharing information. Parents will learn about their role and the schools' in relation to enrollment, transfers, Special education (surrogates, IEP and 504 Plans), transition planning for students with disabilities.	3 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work  
 In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Navigating Through Supervised Visitation-</b> Participants will learn strategies for navigating through the supervised visitation process. Participants will explore safety, appropriateness, resource parent roles, agency role, and ways to encourage successful visits.	3 hours	Carroll County DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>A Parent's Guide to Building Great Brains</b> - Parents want their children to have happy and successful lives. They want to build great brains. But how can they do this? In this informative, myth-busting workshop, UDO will reveal what decades of research tells us about parenting practices that produce emotionally healthy, happy, successful adults. You'll learn the ten most important parent behaviors leading to extraordinary outcomes for children. UDO will show you how to incorporate these practices into your daily interactions and reach an extraordinary level of parenting expertise without feeling confused, overwhelmed or frustrated. Your stress level will go down and your satisfaction with your child's behavior will go up. You will be a better, more effective parent the moment you leave this workshop	3 hours	Cecil Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Parenting a Child with Difficult Behaviors (Kin Nav)</b> - Participants will learn strategies and techniques to help children learn appropriate behaviors, self-control, accountability, mutual respect and to make good choices. Participants will also learn expectations of the resource parents, strategies for teaming, ways to advocate for	2 hours 2.5 hours	Pump It Up, Washington County; Elite Gym, Charles County; Montgomery County; Baltimore County; St. Rita Parish Center,	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	the child education and medical.		Baltimore County; Prince George's County DSS		
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Parenting the Sexualized Child -</b> Participants will learn both normal sexual development and the 4 groups of sexual behaviors ranging from normal sexual curiosity to sexual offending behaviors. Parents then will learn how to work with the child to identify their problem behaviors and work together to set goals and develop interventions to re- educate the child on healthy and unhealthy sexual behaviors. Focus will be on identifying trauma issues and impact of sexual abuse on sexual development.	3 hours	Washington, Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Reducing At-Risk Behaviors in Youth -</b> This training will educate resource parents about some of the prevalent risks to youth today including: Cyber bullying, Sexting, Gang recruitment, Sexual predators, Pornography, and Human trafficking. We'll profile the characteristics and behaviors that make youth particularly vulnerable and look at the channels by which these youth are identified, recruited, and exploited. Channels include popular media, cell phones, social media sites, as well as public venues where predators are most likely to work. We'll discuss the "top ten most risky behaviors" that	3 hours 6 hours	Allegany Co. DSS Baltimore City DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>youth do and how to educate them about these behaviors.</p> <p>Video segments and case studies will be utilized to illustrate the issues presented. Participants will have an opportunity to interact with some of these applications, role-play and ask questions unique to their situations. This session assumes little-or-no “tech savvy” and is intended to make every parent aware of the dangers, how to prevent them, and how to talk to youth about them.</p>				
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<p><b>Saying Goodbye: Managing Grief When Your Foster Child Leaves</b> - There is no grief greater than losing a child, even when that child is not your blood. Resource parents have the most difficult job of raising a child who belongs to someone else and then having to say good-bye and explore ways to cope with the feelings associated with the loss.</p>	3 hours	Anne Arundel Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<p><b>Second Most Important Thing About Adoption: The Birth Family</b> - Participants will learn the importance of birth parents in the lives of children. Participants will examine how and why birth parents are critically important to foster/adopted children and discover how foster/adoptive parents' positive and negative attitudes about birth their children's parents directly affects the formation of self-concept and identity.</p>	6 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Signs and Indicators of Child Sexual Abuse</b> - Participants will learn how to recognize and respond to signs and indicators of child sexual abuse. Participants will also learn effective strategies for parenting children who have a history of sexual abuse.	3 hours	Frederick County DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Surviving Adolescence: Caring for Teens and Yourself</b> - Rebelliousness and power struggles are a developmental part of parenting youth. It is important for Resource Parents to have skills to support, encourage, set limits, and problem-solve so that you can take positive action when caring for teens. As teens may push a parents “hot buttons,” it’s also important for parents to take time to care for themselves so you are able to respond effectively and appropriately.	6 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Teen Care: Adolescent Development &amp; Answering Difficult Questions</b> - Participants will learn how to enhance the communication and messaging skills as they relate to sexuality issues and sexually transmitted infections.	6 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-Service Training</b>	<b>Teen Care: Contraception &amp; Sexually Transmitted Infections (STI)</b> - From The Pill to Implanon, Participants will learn the most up-to-date information about birth control in the United States, causes of STIs, how STIs are passed and the various treatments. You are invited to bring your teen!	6 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Teen Care: Providing a Nurturing &amp; Healing Home for Teens with Attachment Needs</b> - Participants will learn specific examples of behaviors that develop over time out of the teen’s adaptive responses to trauma, grief and loss and five basic tips for helping manage challenge teen behaviors in the home. Participants will also learn helpful hints for bringing the teen who has attachment needs into the family.	4 hours	Baltimore City DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Teen Care: Teen Love and Relationships</b> - Participants will learn ways to identify signs of healthy and unhealthy relationships identify stages of a relationship including break-up and learn way to incorporate discussions about healthy relationships. Is it just “puppy love” or is it the “real thing?”	6 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Teen Care: Understanding Addiction &amp; the Adolescent Brain</b> - Participants will learn why adolescents are more sensitive and more vulnerable to the effects of alcohol, nicotine, and drugs than adults are. This workshop will examine why this vulnerability exists and will provide concrete methods for both prevention and intervention. In addition, the process of addiction in the brain is examined with implications for changing addictive behaviors in adolescents.	6 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
Foster/Adoptive/ Kinship Parent In-service Training	<b>UM/MRPA/DHR Eastern Region Resource Parent Conference –</b> <ul style="list-style-type: none"> <li>• <b>Discipline: Behavioral Support Management &amp; Techniques-</b> info on strategies and techniques to help children learn appropriate behaviors, self-control, accountability, mutual respect and to make good choices.</li> <li>• <b>Family Centered Practice: Understanding the Role &amp; Responsibility of the Resource Parent</b></li> <li>• <b>Giving a Fish a Bath: Untold Story of the Adolescent Mind</b></li> <li>• <b>Understanding Grief and Loss with Children in Foster Care</b></li> <li>• <b>Children at Risk (of becoming Great): How Resource Parents can help Children and Families Become Great</b></li> <li>• <b>Help for resource parents in understanding and navigating the legal system: your rights and roles</b></li> <li>• <b>Helping resource parents assess readiness and prepare their children in “making room for someone new</b></li> </ul>	7.5	Chesapeake College, Wye Mills, MD	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
Foster/Adoptive/ Kinship Parent In-service Training	<b>UM/MRPA/DHR Northern Region Resource Parent Conference</b> <ul style="list-style-type: none"> <li>• <b>Discipline: Behavioral Support Management &amp; Techniques-</b> info on strategies and techniques to help children learn appropriate behaviors, self-control, accountability, mutual respect and to make good choices.</li> <li>• <b>Family Centered Practice: Understanding the Role &amp;</b></li> </ul>	7.5	Mount Pleasant Church, Baltimore, MD	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p><b>Responsibility of the Resource Parent</b></p> <ul style="list-style-type: none"> <li>• <b>Understanding the Roles of Social Media: The “Do’s and Don’ts”</b></li> <li>• <b>Saying Goodbye: Managing Grief When Your Foster Child Leaves</b></li> <li>• <b>Surviving Adolescence: Caring for Teens and Yourself</b></li> <li>• <b>Teaming More Effectively with Birth Parents</b></li> <li>• <b>Working Towards Open Adoption: Why It’s Important and How to Manage it</b></li> </ul>				
<p><b>Foster/Adoptive/ Kinship Parent In-service Training</b></p>	<p><b>UM/MRPA/DHR Southern Regional Resource Parent Conference –</b></p> <ul style="list-style-type: none"> <li>• <b>Discipline: Behavioral Support Management &amp; Techniques-</b> info on strategies and techniques to help children learn appropriate behaviors, self-control, accountability, mutual respect and to make good choices.</li> <li>• <b>Family Centered Practice: Understanding the Role &amp; Responsibility of the Resource Parent</b></li> <li>• <b>Understanding Grief and Loss</b></li> <li>• Participants will learn strategies to incorporate into their toolbox to assist children in managing their grief related losses. Foster children experience many forms of loss that has an impact on how they interpret their world.</li> <li>• <b>2012 Tax Season: Federal Tax Benefits for Resource Parents-</b> Participants will learn the tax benefits available to foster parents, adoptive parents and kinship</li> </ul>	<p>7.5</p>	<p>College of Southern Maryland, LaPlata, MD</p>	<p>Resource Parents, Adoptive Parents, Kinship Parents In-Service</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p>caregivers as we explore the wonderful world of tax issues and foster care. Do you wonder if a foster child qualifies as a dependent or if payments you receive are taxable?</p>				
<p><b>Foster/Adoptive/ Kinship Parent In-service Training</b></p>	<p><b>UM/MRPA/DHR Western Region Resource Parent Conference –</b></p> <ul style="list-style-type: none"> <li>• <b>Discipline: Behavioral Support Management &amp; Techniques-</b> info on strategies and techniques to help children learn appropriate behaviors, self-control, accountability, mutual respect and to make good choices.</li> <li>• <b>Family Centered Practice: Understanding the Role &amp; Responsibility of the Resource Parent</b></li> <li>• <b>Understanding Grief and Loss</b></li> <li>• Participants will learn strategies to incorporate into their toolbox to assist children in managing their grief related losses. Foster children experience many forms of loss that has an impact on how they interpret their world.</li> <li>• <b>The Impact of Grief and Loss on EVERYONE in the World of Foster Care</b></li> <li>• <b>Internet and Mobile Phone Safety</b></li> <li>• <b>Let’s Talk about Culture: Understanding the Dynamics of Foster Care Culture</b></li> <li>• <b>Gang and Drug Awareness</b></li> <li>• <b>Ethical Parenting: Boundaries,</b></li> </ul>	<p>7.5</p>	<p>Hagerstown Community College</p>	<p>Resource Parents, Adoptive Parents, Kinship Parents In-Service</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	<p><b>Confidentiality and Working with Birth Families</b></p>				
<p><b>Foster/Adoptive/ Kinship Parent In-service Training</b></p>	<p><b>Understanding Compulsive Hoarding Behavior</b> - Participants will learn the indicators of hoarding and concrete strategies to apply at home. Hoarding is the excessive collection of items, along with the inability to discard them. Hoarding, also called compulsive hoarding and compulsive hoarding syndrome, may be a symptom of obsessive-compulsive disorder (OCD).</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work</p>	<p>Resource Parents, Adoptive Parents, Kinship Parents In-Service</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>
<p><b>Foster/Adoptive/ Kinship Parent In-service Training</b></p>	<p><b>Unpacking the “Invisible Suitcase” (or trash bag): How to Manage the Behavior of Children/Youth Who Have Experienced Complex Trauma</b> - Traditional parenting skills are often not effective with Children/Youth who have experience abuse and neglect by a parent or kin. These children/youth that have experience “complex trauma” have difficulty in attaching to caregivers, relating to peers and adults, managing their feelings and behaviors at home, school, as well as the community. In this training you will develop skills and come away with tools to more effectively respond to the behavioral challenges of these children/youth while supporting their working through of traumatic stress and grief.</p>	<p>6 hours</p>	<p>University of Maryland, School of Social Work</p>	<p>Resource Parents, Adoptive Parents, Kinship Parents In-Service</p>	<p>Title IV-E Training at 75% FFP after applying Title IV-E penetration rate</p>

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>When Families Fall Apart: Understanding the Impact of Disruption</b> - Participants will learn coping strategies and alternatives as well as the tools necessary to help avert threatened disruption. Research indicates that caregivers who utilize social and community resources have higher success rates in surviving the threat of disruption.	6 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Who Cares for the Caregiver? Dealing with the Stress of Caring for Children who have Experienced Trauma</b> - Caring for children/youth that have experienced the trauma of abuse and neglect is extremely stressful on caregivers and their families. It becomes difficult to take the time needed to deal with the impact of this stress effectively. This is especially cased with the additional demands placed on the caregiver by various systems involved in the child/youth's life. This workshop will help caregivers/resource parents develop self-care skills and provide tools to help them effectively manage stress.	3 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Working with Sexually Diverse Youth: Creating Safe</b> - Are you unsure how to support gay and lesbian youth? In this training we will explore the broad range of sexual diversity including: homosexuality, bisexuality, and gender identity. Participants will learn to recognize the needs of GLBTQ youth and how to create a safe environment for them. In addition to discussion and other interactive activities, guidelines for serving diverse youth in foster care as well as local	3 hours	Frederick Co. DSS	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices

Training Activity	Course	Duration	Provider	Audience	Cost Allocation
	resources for youth and professionals will be identified.				
<b>Foster/Adoptive/ Kinship Parent In-service Training</b>	<b>Youth Matter: Engaging Foster Care Teens</b> - Participants will learn ways to better engage youth in an effort to improve outcomes of youth exiting Maryland's foster care system. Youth and young adult group will co-facilitate workshop.	6 hours	University of Maryland, School of Social Work	Resource Parents, Adoptive Parents, Kinship Parents In-Service	Title IV-E Training at 75% FFP after applying Title IV-E penetration rate

Pre-Service Training is held at the UM, School of Social Work

In-service trainings for both staff and foster/adoptive parents is held either at the UM, SSW or in regionally at Local Social Service Offices