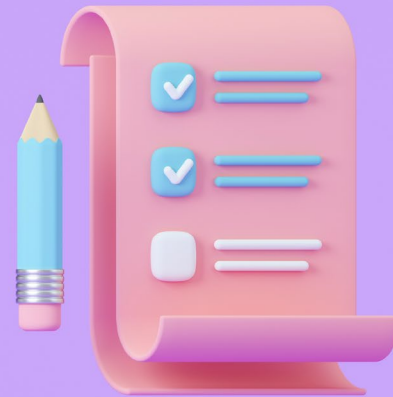


Exceptional Mornings with OPM Resource Development



Agenda

- ▶ Continued Parent Development Requirements
- ▶ Training
- ▶ Corrective Action Plans
- ▶ Refresher and Updates
- ▶ Tracking/Helpful Hints



Continued Parent Development Requirements (14.9)

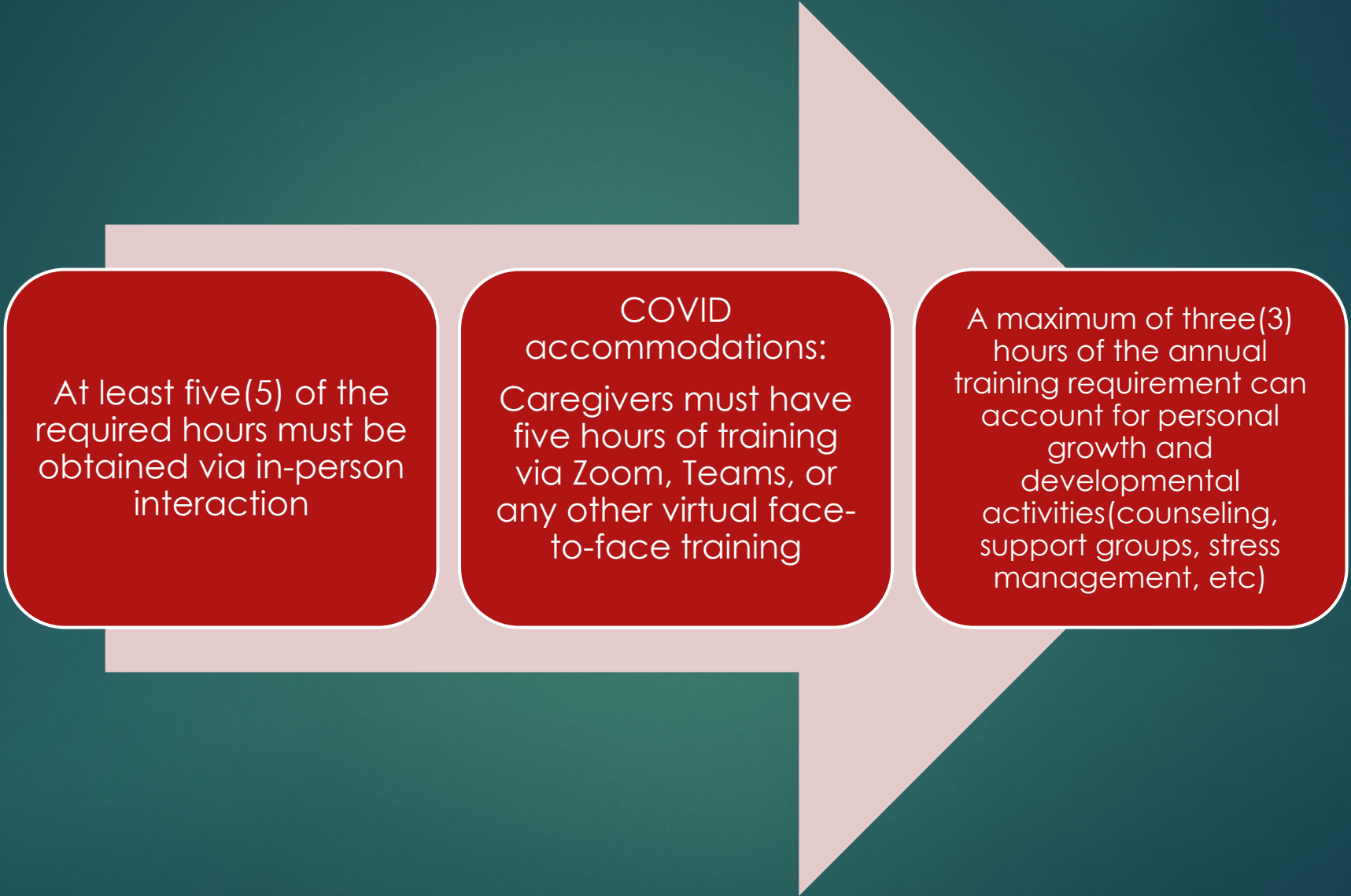
- ▶ Actively support each caregiver's involvement in continuing education activities that enable them to develop competencies and skills.
- ▶ Ensure CPD is relevant to the characteristics of children being placed in the home.
- ▶ Verify that all approved foster caregivers obtain a minimum of 15 hours of CPD each calendar year (hours are prorated for caregivers approved after March 31st of the current calendar year).
- ▶ Assign a policy violation and develop a corrective action plan (CAP) with caregivers who have not received the required hours of CPD by December 31st of the calendar year.
- ▶ Verify that caregivers maintain current certificate of CPR and First Aid throughout the approval period of their foster home.
- ▶ Newly approved caregivers are to begin CPD within 90 days of their initial approval(updated October 2022).



Areas identified as being appropriate CPD

- ▶ CPR/FA renewal
- ▶ • Child Safety Issues
- ▶ • Caring for medically fragile children
- ▶ • Managing specific behaviors (bedwetting, hoarding, etc.)
- ▶ • Helping children learn appropriate behaviors
- ▶ • Helping children achieve permanency and independence
- ▶ • Gender-specific issues
- ▶ • Specific child development issues (toilet training toddlers)
- ▶ • Helping children develop self-esteem
- ▶ • Promoting cultural identity
- ▶ • Attachment disorder
- ▶ • Personality disorder
- ▶ • Parenting the gifted child
- ▶ • Parent the developmentally disabled child
- ▶ • Parenting the child who has been drug exposed
- ▶ • Parenting children with ADHD
- ▶ • Understanding and implementing agency policies





At least five (5) of the required hours must be obtained via in-person interaction

COVID accommodations:
Caregivers must have five hours of training via Zoom, Teams, or any other virtual face-to-face training

A maximum of three (3) hours of the annual training requirement can account for personal growth and developmental activities (counseling, support groups, stress management, etc)

Does IMPACT count as CPD

IMPACT training **CAN** count as CPD hours **ONLY** if the content (i.e. module) being presented benefits the foster parent and child.



For example, if a foster parent needs a **REFRESHER** on appropriate methods to managing behavior, the caregiver should sit in on the Behavioral Management module of IMPACT and can receive CPD hours.

Corrective Action Plan (CAP)

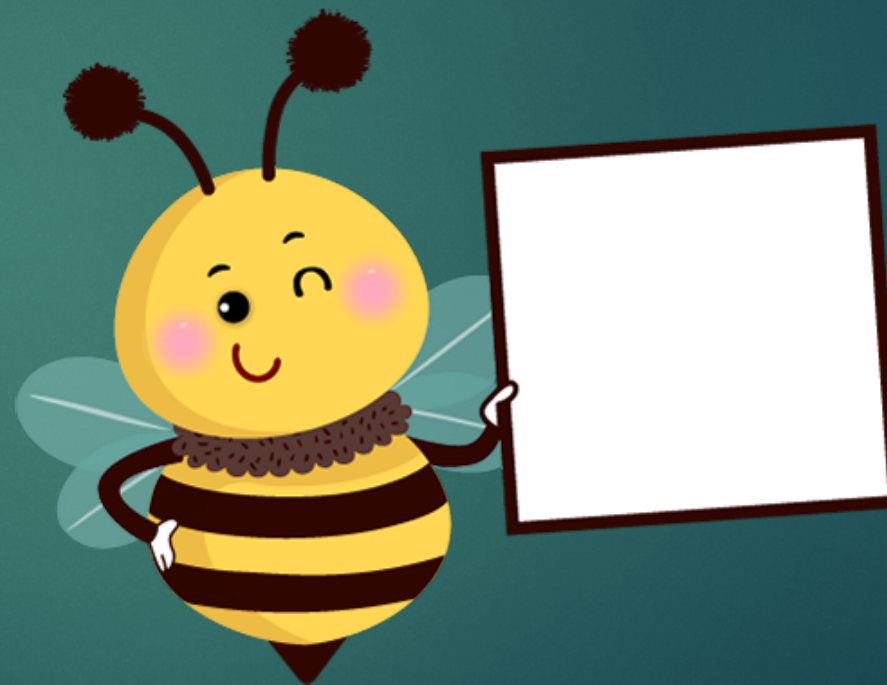
- ▶ A CAP shall be used as a rehabilitative measure to address policy violations when appropriate.
- ▶ According to DFCS Foster Care Policy 14.22, lack of required Continued Development Parenting is considered a low-risk policy violation. If caregiver(s) fail to the applicable required training hours, a CAP must be given.
- ▶ Homes cannot be approved in SHINES without a CAP

CAP requirements

- ▶ Agency Letterhead
- ▶ Foster home name/ID
- ▶ Children placed in the home
- ▶ Reason and Purpose for the Corrective Action Plan
- ▶ A **detailed** plan for completing the required training hours
 - ▶ Agency responsibility and follow up, caregiver responsibility, how hours will be obtained, when hours will be obtained (dates of completion), CAP effective dates, etc.
 - ▶ Signatures of each caregiver and agency representative(s)

Monthly Series and Exceptional Morning Refresher

- ▶ Effective July 2023 annual re-evaluations went to biennial re-evaluations
 - ▶ Training wouldn't be entered annually which did and has caused homes to show as unapproved in SHINES.
- ▶ August 2023 Monthly Series: Providers were asked to ensure 2023 training hours were entered into GA SCORE by Oct. 15, 2023
- ▶ September 2023 Exceptional Morning: Providers were asked to ensure 2023 training hours were entered into GA SCORE by Oct. 31, 2023
- ▶ October 2023 Monthly Series: Providers were informed of the new CAP process that will go into effect January 1, 2024



2024 Updates



- ▶ Effective January 1, 2024, the GA score system will **automatically** assign a CAP to homes without adequate hours AND their providers if:
 - ▶ the caregivers fail to complete the required hours of training
 - ▶ the caregivers complete the required hours, and the provider fails to put the training in SCORE timely

Providers must consistently monitor and track each family's participation in CPD throughout the year. This will avoid situations where families do not have adequate time to meet the minimum CPD requirement by the end of the year.

CPD Tracking

- ▶ What kind of check points does your agency employ internally (with staff) and externally (with foster parents) to track hours?
- ▶ Who from your agency is responsible for tracking hours throughout the year (is it one person or multiple people)?
- ▶ Does your agency use a tracking system in a specific software?
- ▶ How are foster parents notified of their training hours status?
- ▶ How does your agency ensure training is relevant according to the needs of the children in the home?
- ▶ Do your foster parents struggle to see the value of training? If they do, how do you motivate them?
- ▶ What are some strategies your agency uses to make training more available or accessible?
- ▶ What trainings have your foster parents found valuable?
- ▶ What trainings have proven to have excellent feedback?

References

- ▶ Continued Development Policy 14.9
 - ▶ Policy Violation Policy 14.22
 - ▶ <https://odis.dhs.ga.gov/General>

Questions

