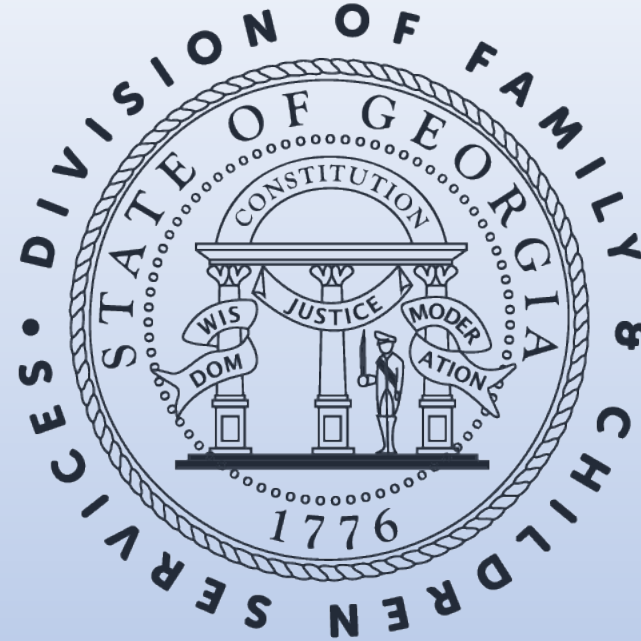


**Candice Broce**

Director



# **CPA Monthly Series: Continued Parent Development**

# MEET OUR *Team*

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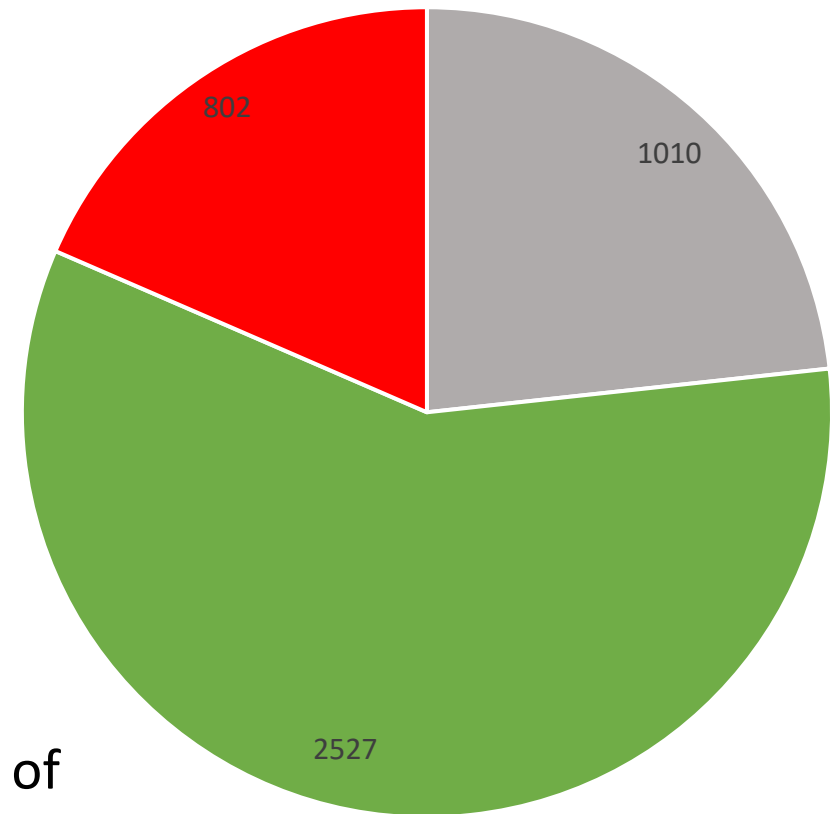
# Agenda

1. Annual Training Data
  2. Policy 14.9
  3. Corrective Action Plan
  4. Re-evaluation Approval Term
- Reminders
- 



## CY2020 Approved Caregiver Continued Parent Development Training Data

- **4,339** Caregivers
- **1,010** Caregivers were exempt due to a prorated number of training hours required during first year of approval
- **2,527** Caregivers met minimum training requirement
- **802 Caregivers did not meet minimum training requirement**

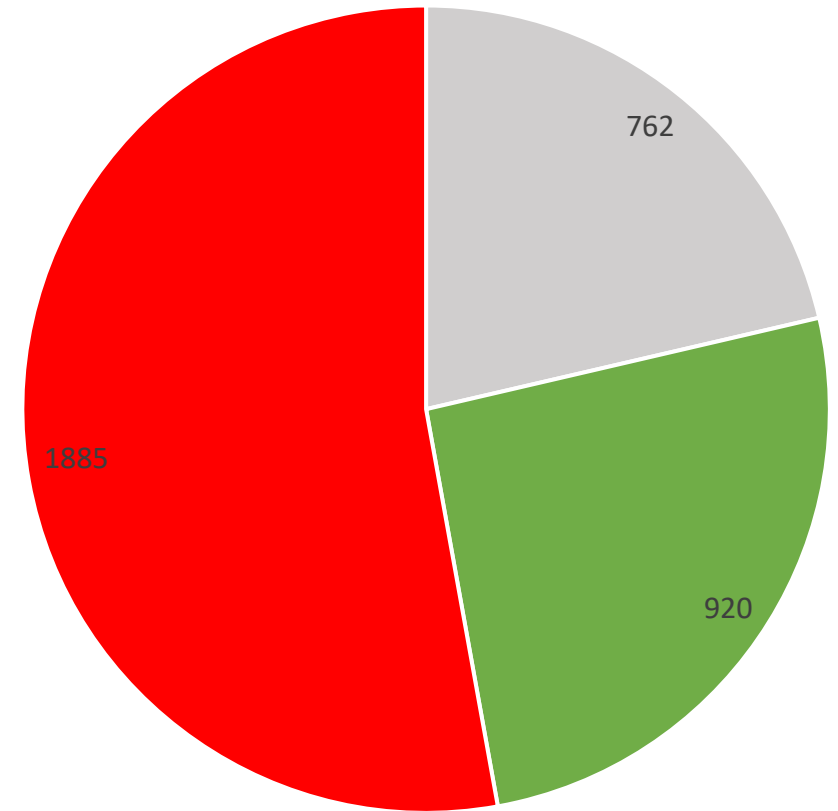


■ Exempt Caregivers ■ Met ■ Did Not Meet

# CY2021 Approved Caregiver Continued Parent Development Training Data

- **3,567** Caregivers
- **762** Caregivers were exempt due to a prorated number of training hours required during first year of approval
- **920** Caregivers met minimum training requirement as of Oct. 26, 2021
- **1885** Caregivers have not met minimum training requirements as of Oct. 26, 2021

• **Policy 14.9 requires that each caregiver obtain a minimum of 15 hours of purposeful Continued Parent Development training per calendar year.**



■ Exempt Caregivers ■ Met ■ Did Not Meet



QUESTIONS

# Continued Parent Development (CPD) Requirements (Policy 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 31<sup>st</sup> 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 31<sup>st</sup> of the calendar year
- Verify that caregivers maintain current certificate of CPR and First Aid throughout the approval period of their foster home.



# Continued Parent Development (CPD) Requirements (Policy 14.9)

- At least five (5) of the required hours must be obtained via in-person (one-on-one or group) interaction.
- **NOTE:** There are special accommodations since COVID. Caregivers must have five (5) 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 development activities (e.g. counseling, support groups, stress management, nutrition).

# Talking Point

## *Who requires training?*

- **Scenario 1:** Ms. Ingram has been fostering since 2017. Currently her household members include herself and her live-in boyfriend, Jacob Jones. Mr. Jones has been living in the home since 2016 and has completed IMPACT-FCP Training. Ms. Ingram indicated that on Mondays while she is at work, Mr. Jones is providing care for the children. She also stated that he provides on-going supervision.
- Based on the scenario above, would you require Mr. Jones (live-in boyfriend) to participate on Continued Parent Development? And CPR/FA Training? Why and/or Why not?

DIVISION OF FAMILY & CHILDREN SERVICES

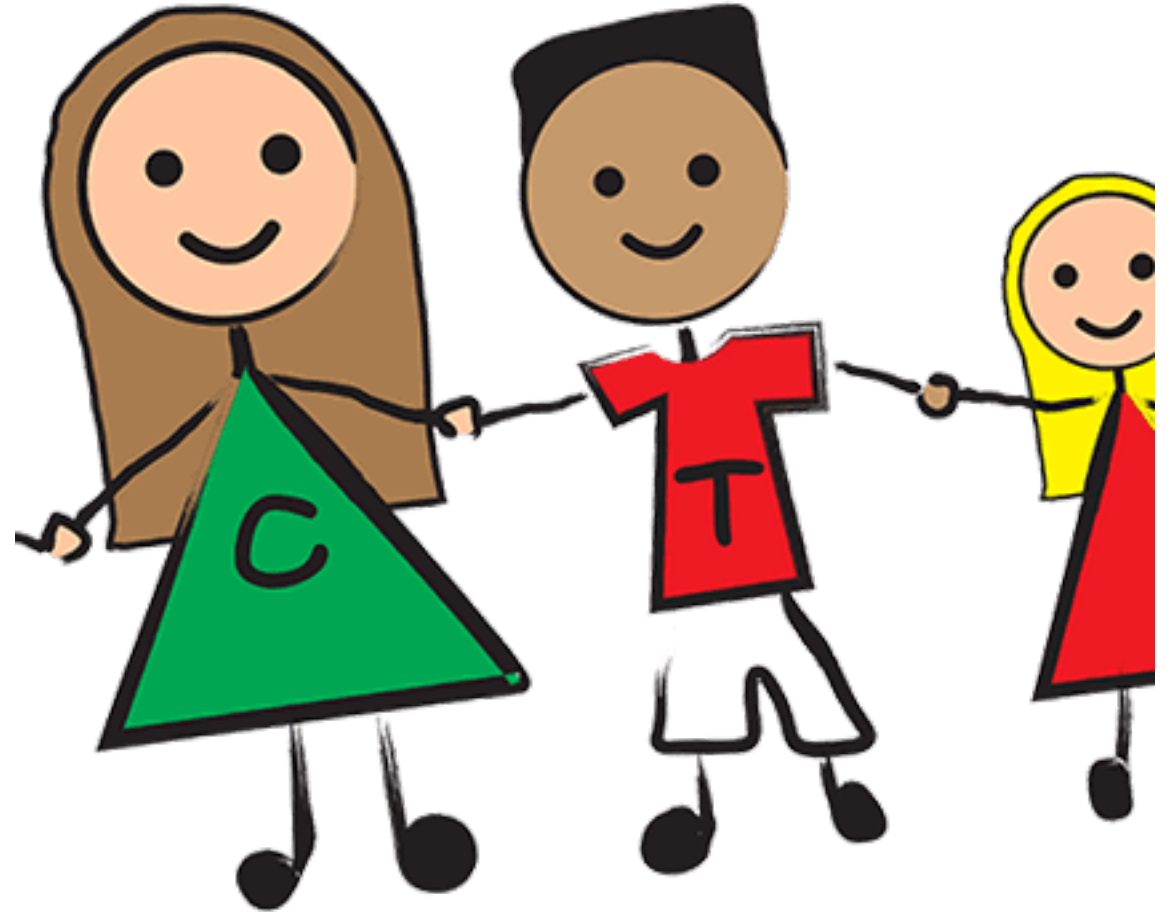
Approval Date	Start of Training (60 days)	Hours Due by Dec 31 <sup>st</sup>
January	March	15 hours
February	April	15 hours
March	May	15 hours
April	June	9 hours
May	July	9 hours
June	August	9 hours
July	September	9 hours
August	October	6 hours
September	November	6 hours
October	December	3 hours
November	January	15 hours *
December	February	15 hours *

\*By December 31<sup>st</sup> of the following year of approval

## *Case Vignette 1:*

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- Mr. David Spear was approved to foster with Caring and Love agency on April 15, 2020. Based on Mr. Spear's approval period how many hours of training does Mr. Spear need by December 31, 2020?



Based on the Prorated chart in policy 14.9, Mr. Spear will need **9 hours** by December 31, 2020.

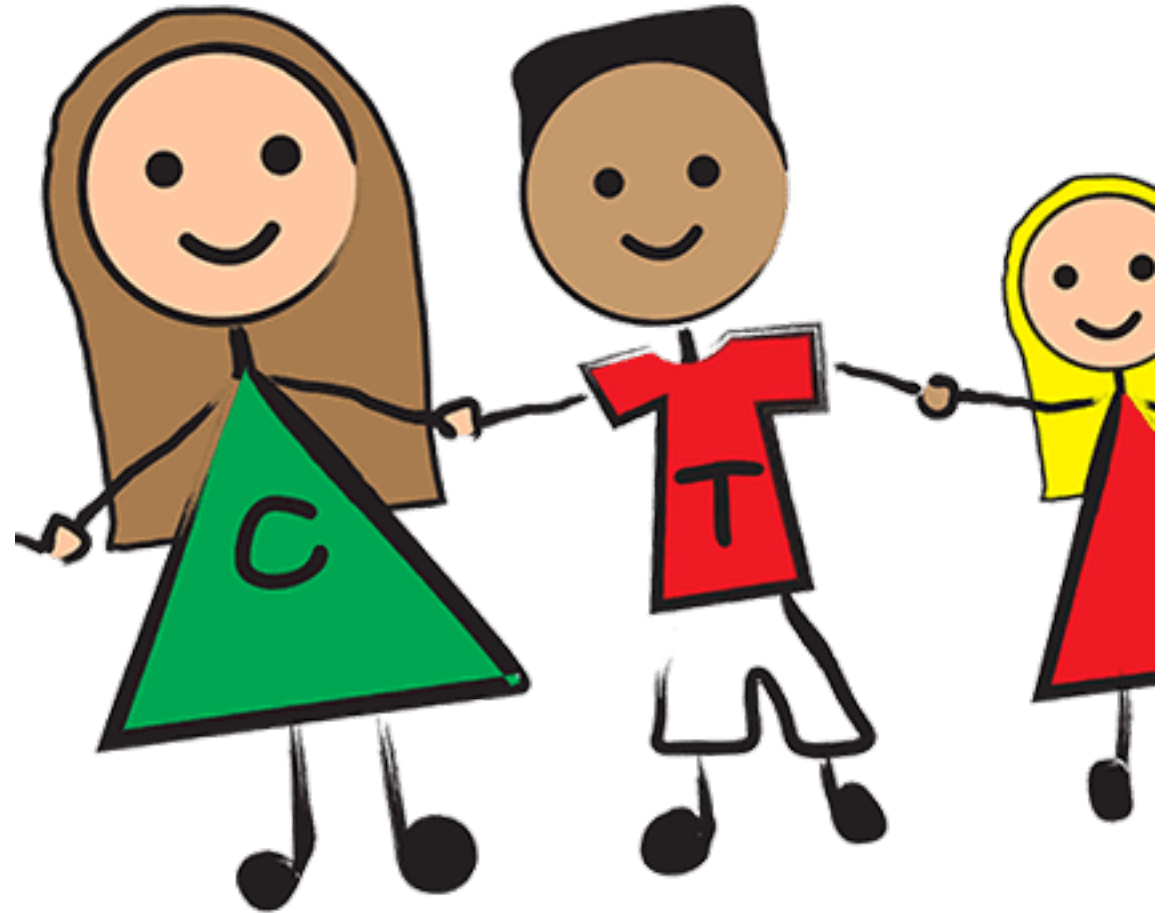
Approval Date	Start of Training (60 days)	Hours Due by Dec 31 <sup>st</sup>
January	March	15 hours
February	April	15 hours
March	May	15 hours
April	June	9 hours
May	July	9 hours
June	August	9 hours
July	September	9 hours
August	October	6 hours
September	November	6 hours
October	December	3 hours
November	January	15 hours *
December	February	15 hours *

\*By December 31<sup>st</sup> of the following year of approval

## *Case Vignette 1 Continued:*

- Mr. David Spear was approved to foster with Caring and Love agency on April 15, 2020. Based on Mr. Spear's approval period how many hours of training does Mr. Spear need by December 31, 2021?

**Mr. Spear must have a minimum of 15 training hours.**



## *Case Vignette 2:*

- Mr. and Mrs. Dolly are currently fostering three (3) children from DFCS. They are fostering through ABC Foster Care agency located in Atlanta, Georgia. They have been approved since January 21, 2021. Based on their approval period, how many hours of training will Mr. and Mrs. Dolly need **each** by December 31, 2021?



Based on the chart, Mr. and Mrs. Dolly will need **15 hours** by December 31, 2021.

Approval Date	Start of Training (60 days)	Hours Due by Dec 31 <sup>st</sup>
January	March	15 hours
February	April	15 hours
March	May	15 hours
April	June	9 hours
May	July	9 hours
June	August	9 hours
July	September	9 hours
August	October	6 hours
September	November	6 hours
October	December	3 hours
November	January	15 hours *
December	February	15 hours *

\*By December 31<sup>st</sup> of the following year of approval





## ***Case Vignette 3:***

Ms. Sarah Williams is excited to start her fostering journey. She just received a letter with an approval date of November 3, 2021. When should Ms. Sarah begin her training? How many hours should she have? And by when should she have the required hours completed?

Based on the chart, Ms. Sarah should begin her training in **January** (which is 60 days from her approval date). She should also have **15 hours** completed by **December 31, 2022**.

**Remember:** Approvals in November or December would mean that caregiver(s) should have 15 hours completed by the following year of approval

**\*By December 31<sup>st</sup> of the following year of approval**

Approval Date	Start of Training (60 days)	Hours Due by Dec 31 <sup>st</sup>
January	March	15 hours
February	April	15 hours
March	May	15 hours
April	June	9 hours
May	July	9 hours
June	August	9 hours
July	September	9 hours
August	October	6 hours
September	November	6 hours
October	December	3 hours
November	January	15 hours *
December	February	15 hours *



## What should the case manager and/or Resource Developer do?

- Inform caregivers of the CPD requirements, including ensuring CPD is relevant to the characteristics of children placed in the home.
- Work with each caregiver during the initial family evaluation and re-evaluation process to identify their individual CPD needs.
- Routinely consult with permanency CM regarding areas in which caregivers may benefit from CPD.
- Discuss with caregivers any barriers to completion of the CPD requirement.
- Verify that each caregiver's CPR and FA certification is valid throughout the approval period

# Specialized Parenting

- Resource Developers and/or Assessors should make sure that caregivers are receiving training that is beneficial to the characteristics of the children placed in the caregivers' home.
- **Scenario 2:** Mrs. Johnson has been fostering for one (1) year. She is approved to care for children ages 0-18. However, Mrs. Johnson has cared for a total of 15 children, all who have been over the age of 10 years of age. She is currently caring for a 17, 11, and 15-year-old sibling group. The children are diagnosed with ADHD, Depression and Anxiety. She expressed to you that the 17-year-old is now identifying as being LGBTQ. Mrs. Johnson has also expressed to you in several monthly contacts that she is having a hard time managing their behaviors but want to keep them in the home. She also expressed not knowing what to do with handling the 17-year old's sexuality and independency. Mrs. Johnson submitted her training log to you last week.

# Let's have a conversation: Ms. Johnson's 2021 Training Log



## >> SPECIALIZED PARENTING

Name of Training	Number of Hours	Date of Completion
Safe Sleep for Babies	1	3/2/2021
CPR/First Aid	4	3/15/2021
Mandated Reporter	1	3/30/2021
COVID Q/A	3	4/1/2021
Water Safety	3	4/23/2021
Hot Car Safety	2	5/1/2021
Grief and Loss	2	6/28/2021
Foster Parent Handbook, Time Out Strategies, and Home Compliance Review	3	7/13/2021

# *What are we looking for?...Assessing training hours during Re-Evaluations..*

## >> SPECIALIZED PARENTING

Ms. Johnson has been compliant and advocating for the training that she will need to successfully parent the children in her home. She expressed to assessor that she would like training based on the following behaviors of the children placed in her home; ADHD, LGBTQ, Depression, and Anxiety. Assessor was able to reach out to GCRS and give Ms. Johnson opportunities for her to participate in several trainings that were beneficial to both her and the children placed in her home. She expressed to assessor that she is happy that she was able to learn different strategies when caring for children who may have experienced depression and anxiety. For example, Ms. Johnson stated that she has learned that she has to be mindful regarding changes in schedules as this may trigger anxiety for the youth placed in her home. She stated that throughout her trainings she has learned the importance of encouragement and praise as both are internal and external. Ms. Johnson stated that she is pleased with what she has learned and is also attending a webinar with MAAC to learn more about caring for LGBTQ youth.

<b>Name of Training</b>	<b>Number of Hours</b>	<b>Date of Completion</b>
Foster Parent Association Meeting	1	3/2/2021
CPR/First Aid	4	3/15/2021
Mandated Reporter	1	3/30/2021
COVID Q/A	3	4/1/2021
Children Mental Health: ADHD	3	4/23/2021
Working With LGBTQ Youth	2	5/1/2021
Parenting the Depressed Child	2	6/28/2021
Anxiety in Pre-Teens & MAAC: LGBTQ Parenting	3	7/13/2021

# Practice Guidance

- CPD may be provided by DFCS staff and licensed, certified, credentialed, or otherwise qualified professional. CM must consistently monitor each family's participation in CPD throughout the year to avoid situations where families do not have adequate time to meet the minimum CPD requirement by the end of the year.
- Families should be given a training certificate or some formal proof that they have successfully completed the training. Certificates should be kept in families file and entered in a training log.
- Each DFCS County/Region Office and CPA Provider is responsible for making ongoing training activities available for their foster families.
- CPD hours **may not** be obtained by reading books, articles, or other literature.

# Training Reminders

- Initial IMPACT hours cannot be included in Continued Parent Development (CPD).
- Newly approved caregivers must initiate CPD within 60 calendar days of initial approval. This means that training hours obtained prior to IMPACT completion date cannot be counted towards the annual training hour requirement.
- Develop a tracking system to ensure each caregiver completes training in a timely manner.
- Prior to November 1<sup>st</sup> implement a plan with each caregiver your agency identifies as having less than 12 trainings for the year.
- Be sure to add training hours to SCORE on a monthly basis.



# Approved options for obtaining CPD

- Group training sessions sponsored by the local or state Adoption and Foster Parent Association of Georgia (AFPAG), DFCS or other credentialed party
- Certain pre-approved classes or courses at local community agencies and institutions
- Approved Conferences and mini-conferences related to foster parent issues
- One-on-one training provided by a credentialed trainer, educator, therapist, or CCFA provider.
- Live webinars or recorded webinars with a test component
- Online training at the State and National FPA recommended website or other similar county-approved website (**NOTE:** A certificate and post-test must be provided)
- Participation in CCFA Multi-Disciplinary Team Meetings (maximum of five (5) hours allowed per year)
- Participation in individual session of IMPACT

# Areas identified as being appropriate CPD

- CPR/FA
- 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





## DOES IMPACT TRAINING COUNT AS CPD?

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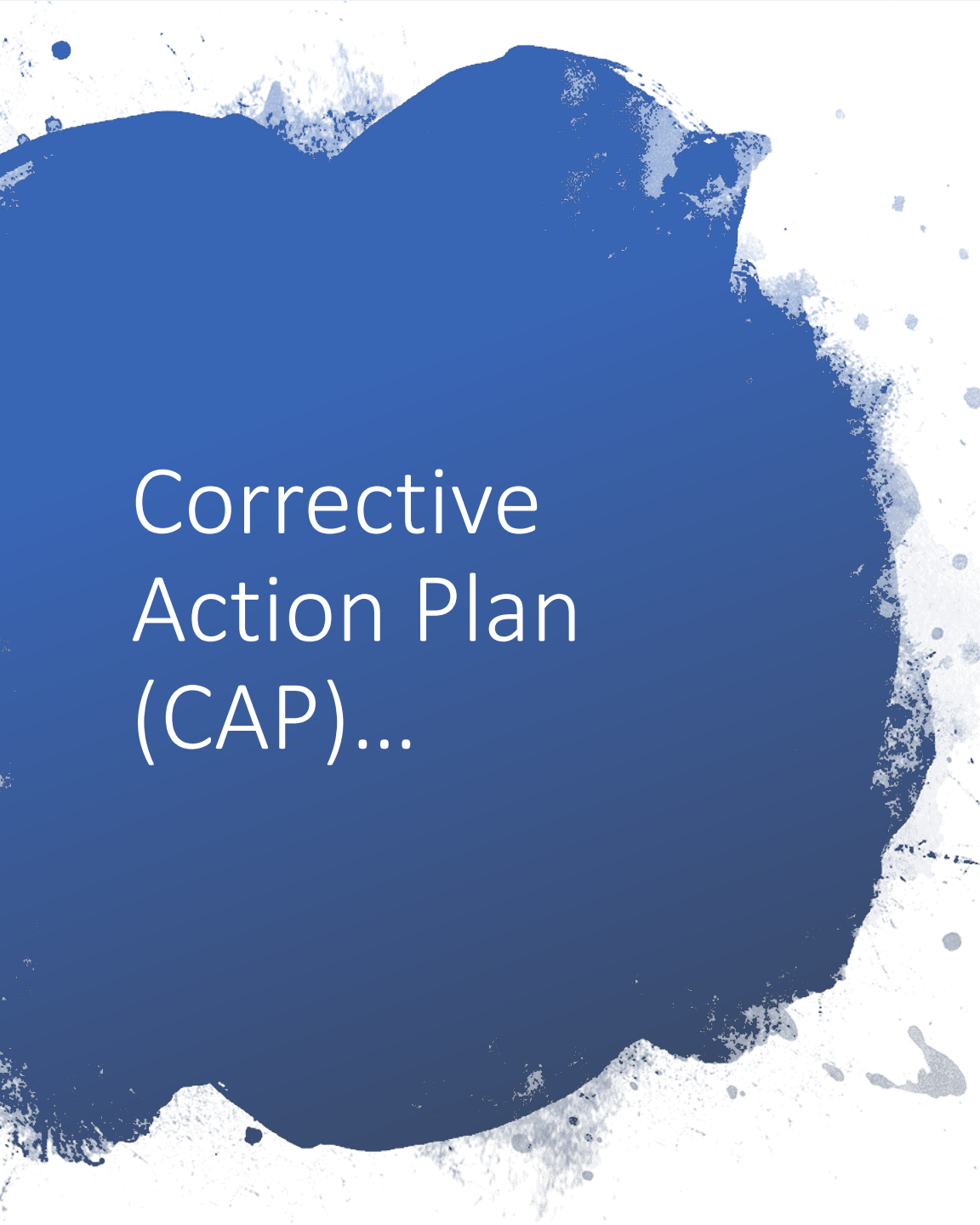
- IMPACT training **CAN** count as CPD hours **ONLY** if the content (i.e. module) being presented benefits the foster parent and child. For example, if a foster parent needs a refresher on appropriate methods to managing behavior then the caregiver should sit in on the Behavioral Management module of IMPACT and can receive CPD hours.



Questions are the path to learning



Let's Take a 30 Minute Break



## Corrective Action Plan (CAP)...

- A corrective action plan shall be used as a rehabilitative measure to address policy violations when appropriate.
- According to Policy 14.22 lack of required continued development parenting is considered a low risk policy violation.
- If caregiver(s) fail to complete the required DFCS policy of 15 hours of training a CAP must be given.

**ABC Foster Care Services**

**Corrective Action Plan**

**Foster Home:** Carol and Mike Brady

**Agency:** ABC Foster Care Services

**Date:** January 1, 2021|

**I. Name and Date of Birth of Foster Children in home**

<b>Child's Name</b>	<b>DOB</b>
<u>Peter Brady</u>	<u>3/4/2004</u>
<u>Bobby Brady</u>	<u>7/9/2006</u>
<u>Greg Brady</u>	<u>10/12/2012</u>
<u>Cindy Brady</u>	<u>5/2/2017</u>
<u>Marcia Brady</u>	<u>3/7/2005</u>
<u>Jan Brady</u>	<u>12/21/2004</u>

## **II. Reason and Purpose for Corrective Action Plan:**

Mr. and Mrs. Brady failed to complete their required continued development hours for 2020. Both caregivers indicated that they didn't know they needed training and weren't given much information about how they can obtain training. The purpose of this CAP is to ensure that Mr. and Mrs. Brady complete their continued training for 2020.

## **III. Plan for completion of training**

- Weekly reminders (via texts, emails, and/or phone calls) will be sent to Mr. and Mrs. Brady regarding training hours needed. Reminders will be sent by Resource Development Case Manager or designee.
  - Mr. and Mrs. Brady will have a minimum of three (3) hours completed by the end of each week.
  - Every Friday by 5:00PM, Mr. and Mrs. Brady will send training certificates and/or proof of attendance to Resource Development Case Manager or designee.
  - ABC Foster Care Services will consult with Georgia Center for Resource and Support and the Division of Family and Children Services about the Brady family and ask for additional assistance with making sure they meet their training requirements.
-



**IV. Dates of Completion**

- Mr. and Mrs. Brady will have all fifteen (15) hours of their 2020 continued development training completed by January 30, 2021.
- Mr. and Mrs. Brady will have a minimum of twelve (12) hours completed by January 22, 2021.
- Mr. and Mrs. Brady will submit final training to ABC Foster Care Services by January 29, 2021.
- ABC Foster Care will reach out to Mr. and Mrs. Brady every week (January 1, 8, 15, 29) until all of their trainings are complete.
- Mr. and Mrs. Brady will attend the FPA meeting held on January 6, 2021 for an additional two (2) hours of training.
- Mr. and Mrs. Brady will have their updated CPR/FA completed by January 19, 2021

**V. CAP Effective:**

Mr. and Mrs. Brady's CAP will be effective starting December 31, 2020 to January 30, 2021. If Mr. and Mrs. Brady fail to have training completed by January 30, 2021 ABC Foster Services will have a meeting with both caregivers.

**Signatures and Dates**



Date: 12/31/2020

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Foster Parent 1



Date: 12/31/2020

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Foster Parent 2

|  
*Signature*

Date: 12/31/2020

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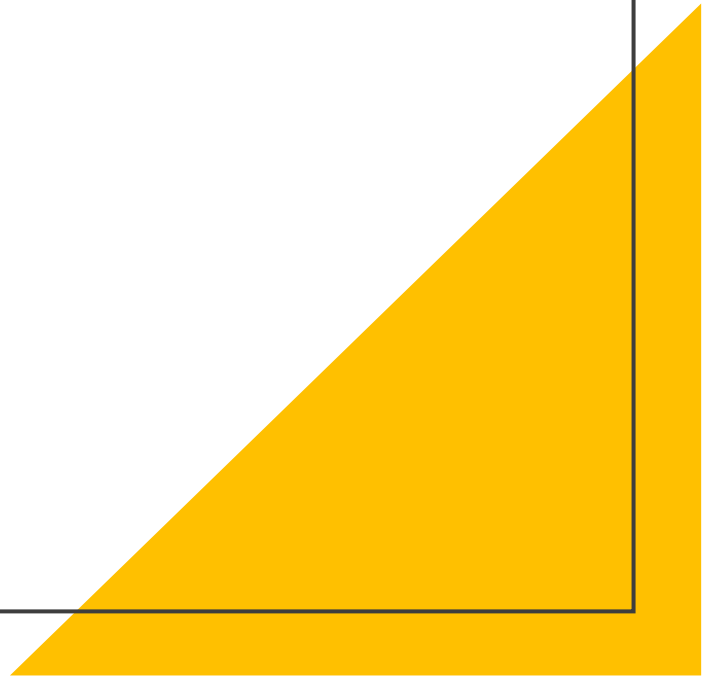
RDCM



Date: 12/31/2020

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Director (Designee)



# Training Resources

- Georgia Center for Resources and Support
- <https://gacrs.org/home>
- Foster Georgia
- <http://fostergeorgia.com/on-going-training/>
- Local Foster Parent Association Meetings
- Multi Agency Alliance for Children (MAAC)
- <https://www.maac4kids.org/>
- Foster Parent College (\$)
- <https://www.fosterparentcollege.com/>



Link to CPD  
and  
CAP/Policy  
Violation  
Policy

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







# RE-EVALUATIONS

# DFCS FOSTER CARE POLICY 14.13

- The annual re-evaluation must be completed prior to the expiration of the current foster home approval period.
  - i. No home shall have more than 12 months of approval (e.g., the re-evaluation for a foster home approved 01/10/2019 is due by 12/31/2019).
  - ii. If a re-evaluation is completed within 30 calendar days of the due date, then the approval term (starting month to ending month) and re-evaluation date will remain the same as it was previously.
  - iii. If the re-evaluation is completed more than 30 calendar days early or late, then the approval term and re-evaluation date must change.
- All components of the re-evaluation must follow the Structured Analysis Family Evaluation (SAFE) model (see Practice Guidance: Updating a SAFE Home Study).

- 
- The final approval authority must be a SAFE certified DFCS County Director/Designee or CPA Director/Designee.
    - i. The date the re-evaluation is signed by the final approving authority is the official date of approval for the re-evaluation.
    - ii. If the re-evaluation is not approved timely, the foster home status must be changed from full approval status in Georgia SHINES accordingly



# RE-EVALUATION APPROVAL TERMS REMINDER



Month of Approval	Re-Evaluation Expires
January 1 <sup>st</sup>	December 31 <sup>st</sup>
February 1 <sup>st</sup>	January 31 <sup>st</sup>
March 1 <sup>st</sup>	February 28 <sup>th</sup>
April 1 <sup>st</sup>	March 31 <sup>st</sup>
May 1 <sup>st</sup>	April 30 <sup>th</sup>
June 1st	May 31 <sup>st</sup>
July 1st	June 30 <sup>th</sup>
August 1st	July 31 <sup>st</sup>
September 1st	August 31 <sup>st</sup>
October 1st	September 30 <sup>th</sup>
November 1st	October 31 <sup>st</sup>
December 1st	November 30 <sup>th</sup>

# TALKING POINTS AND SCENARIOS

- Re-Evaluation End Date 4/30/2021
- CPA approval date is 06/18/2021
- Submitted to OPM on 09/01/2021
- Edits requested by OPM 9/16/2021
- CPA Re-submitted 10/1/2021
- OPM reviewed and approved 10/22/2021
- What are the terms dates of this home?
- April 30, 2021-April 30, 2022
- May 1, 2021-April 30, 2022
- October 1, 2021-November 30, 2022
- September 1, 2021-August 31, 2022
- October 22, 2021-October 22, 2022
- October 1, 2021-September 30, 2022
- None of the above?
- Answer: October 1, 2021-September 30, 2022

# SCENARIO 2

- Re-Evaluation End Date 7/31/2021
- CPA approval date 8/10/2021
- Submitted to OPM 8/10/2021
- Edits Requested by OPM 8/20/2021
- CPA Re-submitted to OPM 10/01/2021
- OPM approved 10/9/2021
- What are the approval dates?
- October 1, 2021-September 30, 2022
- August 1, 2021-July 30, 2022
- August 10, 2021-August 31, 2022
- September 1, 2021-August 31, 2022
- November 1, 2021-November 30, 2022
- None of the above?
- Answer: October 1, 2021-September 30, 2022

# SCENARIO 3

- Re-Evaluation End Date 9/30/2021
- Director approved 09/15/2021
- Submitted to OPM 09/15/2021
- OPM review 10/04/2021
- OPM approved 10/04/2021
- What are the terms of approval?
- September 30, 2021-September 30, 2022
- September 1, 2021-October 31, 2022
- October 1, 2021-September 30, 2022
- October 1, 2021-November 1, 2022
- None of the above
- Answer: October 1, 2021-September 30, 2022



QUESTIONS