

Individual Training Needs Assessment for Foster Caregivers



Foster Caregiver: _____

Effective Date: _____ License Expiration Date: _____

Type of Foster Home: ☐ Infant-Only ☐ Family ☐ Medically Fragile ☐ Treatment

Directions: For each competency* each foster caregiver must indicate his or her level of understanding for that specific training area. The caseworker will review the ratings with each caregiver.

☐ Place an X in the box on the left side of the table to indicate the caregiver has a need for training in this skill set.

SECTION I: FUNDAMENTALS OF FOSTERING SKILL SETS

922 ROLE ON THE CHILD PROTECTION TEAM

	922-01	Ability to effectively work with caseworker and other agency staff
	922-02	Ability to assist with the achievement of case plan goals
	922-03	Ability to effectively function as a member of the child protection team

Comments: _____

923 DEVELOPMENTAL ISSUES IN MALTREATED CHILDREN

	923-01	Ability to recognize indicators of healthy development
	923-02	Ability to recognize and respond to potential developmental problems
	923-03	Ability to enhance children's development
	923-04	Ability to promote healthy sexual development in children
	923-05	Ability to adjust parenting style to better care for a child who has been maltreated

Comments: _____

924 ATTACHMENT, SEPARATION, AND PLACEMENT

	924-01	Ability to recognize effects of insecure attachment
	924-02	Ability to help children maintain attachments formed prior to placement
	924-03	Ability to help children develop healthy attachments

Comments: _____

* Universe of Competencies of Foster and Kinship Care, and Adoption. Institute for Human Services for the Ohio Child Welfare Training Program . July 2009.

925 CONSTRUCTIVELY MANAGING CHILDREN'S BEHAVIOR

	925-01	Ability to determine the influences on children's behavior
	925-02	Ability to manage children's behavior
	925-03	Ability to use the appropriate form of discipline for the child and the behavior

Comments: _____

926 PROMOTING PLACEMENT STABILITY

	926-01	Ability to adjust to the impact of caregiving
	926-02	Ability to cope with ongoing stress related to caregiving
	926-03	Ability to develop and maintain supportive relationships
	926-04	Ability to help children adjust to caregiver's home
	926-05	Ability to prevent family crisis in the caregiving home
	926-06	Ability to resolve family crisis safely in the caregiving home

Comments: _____

927 CULTURAL FOUNDATIONS

	927-01	Ability to recognize the impact of culture for a child and family
	927-02	Ability to interact with children and their families in a culturally supportive way
	927-03	Ability to help children resolve issues related to cultural differences

Comments: _____

928 PRIMARY FAMILIES

	928-01	Ability to support contacts between children and their primary families
	928-02	Ability to work with primary families towards permanency

Comments: _____

929 PERMANENCY OPTIONS FOR CHILDREN IN CARE

	929-01	Ability to assist the child welfare team in achieving the most appropriate permanency goal for the child
	929-02	Ability to determine if adoption is an option for the caregiving family

Comments: _____

SECTION II: SPECIALIZED FOSTER, ADOPTION, KINSHIP SKILL SETS**941 BUILDING SELF-RELIANCE, RESILIENCE, AND INDEPENDENCE IN CHILDREN**

	941-01	Ability to help children and adolescents develop skills and relationships needed to thrive in adulthood
	941-02	Ability to provide support to adolescents/young adults as they prepare to live on their own
	941-03	Ability to help emancipating youth locate resources and networks
	941-04	Ability to help emancipating youth find suitable independent living arrangements

Comments: _____

942 CARING FOR ADOLESCENTS WHO ARE PREGNANT OR PARENTING

	942-01	Ability to provide care to pregnant adolescents
	942-02	Ability to provide care to parenting adolescents

Comments: _____

943 CARING FOR CHILDREN WHO HAVE BEEN MALTREATED

	943-01	Ability to care for a child who has been physically abused
	943-02	Ability to care for a child who has been neglected
	943-03	Ability to care for a child who has been sexually abused
	943-04	Ability to help child victims of sexual abuse resolve emotional and behavioral problems
	943-05	Unique considerations for caregivers who are caring for sexually abused children

Comments: _____

944 CARING FOR CHILDREN WHO HAVE SEXUALLY ABUSED OTHERS

	944-01	Ability to provide care to children who have sexually abused other children
	944-02	Ability to provide a safe environment for all members of the caregiving family

Comments: _____

945 CAREGIVER TRAINING ON FAMILY SAFETY

	945-01	Ability to maximize safety of family members in the home
	945-02	Ability to recognize when personal safety may be at risk

Comments: _____

946 PROVIDING CARE TO CHILDREN WHO HAVE FRAGILE MEDICAL CONDITIONS

	946-01	Ability to provide care to children who have fragile medical conditions
	946-02	Ability to help the child and family members cope with emotional reactions to the medically fragile condition
	946-03	Ability to participate as a member of the treatment team for a child with a fragile medical condition

Comments: _____

947 MANAGING PLACEMENT TRANSITIONS

	947-01	Ability to assist in reunifying the child with his primary family or kinship family
	947-02	Ability to prepare a child to leave the caregiver's home and join her adoptive family or next caregiving family
	947-03	Ability to help the child re-join the family after reunification fails

Comments: _____

948 PROMOTING POST-ADOPTION FAMILY STABILITY

	948-01	Ability to make the transition from caregiving family to adoptive family
	948-02	Ability to cope with the ongoing stress related to adoptive parenting
	948-03	Ability to help the child cope with adoption-related stress
	948-04	Ability to resolve issues of infertility

Comments: _____

949 ENHANCING CHILDREN'S CONNECTIONS

	949-01	Ability to work with siblings of children in care
	949-02	Ability of foster and kinship caregivers to work with primary parents and extended family members to promote permanence and well-being for the child
	949-03	Ability to talk with placed or adopted children about their history and birth families
	949-04	Ability to manage a range of openness in caregiver and adoptive placements
	949-05	Ability to help children search for birth family members

Comments: _____

950 LEGAL AND ETHICAL ISSUES FOR CAREGIVERS

	950-01	Ability to participate in juvenile court hearings for foster or kinship children
	950-02	Ability to protect oneself from legal liability and defend against allegations of wrongdoing

Comments: _____

951 COACHING AND MENTORING PRIMARY FAMILIES AND OTHER CAREGIVING FAMILIES

	951-01	Ability to plan and conduct coaching and mentoring to help primary families and caregivers increase their knowledge and skills
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Comments: _____

952 PREVENTING PLACEMENT DISRUPTION

	952-01	Ability to help children adjust to caregiver's home
	952-02	Ability to help build relationships among all children in the home
	952-03	Ability to detect early signs that a placement is breaking down, and to take action to save the placement

Comments: _____

SECTION III: FOSTER CARE, ADOPTION, KINSHIP RELATED SKILL SETS**980 WRITTEN AND VERBAL COMMUNICATION**

	980-01	Ability to write clear and accurate caregiver reports for the case record
	980-02	Ability to communicate with the family and community members

Comments: _____

981 CULTURE AND DIVERSITY

	981-01	Ability to work toward cultural competence
	981-02	Ability to understand families from diverse cultures
	981-03	Ability to understand issues of refugees or immigrants

Comments: _____

983 DEVELOPMENTAL DISORDERS

	983-01	Ability to provide care to children with developmental disorders
	983-02	Ability to obtain assessments, treatment, and services for children who have developmental disorders
	983-03	Ability to identify developmental disabilities in adults
	983-04	Ability to support parents with developmental problems

Comments: _____

984 COMMUNITY VIOLENCE, GANGS AND CULTS

	984-01	Ability to care for youth who are involved in gangs and cults
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Comments: _____

985 HUMAN SEXUALITY

	985-01	Ability to help children and adolescents with the development of a healthy sexual identity
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Comments: _____

987 EFFECTS OF ADOPTIVE PARENTING AND CAREGIVING ON FAMILIES WITH DIVERSE STRUCTURES

	987-01	Ability to manage caregiving/adoptive parenting as a single parent
	987-02	Ability to manage roles of parent and spouse/partner

Comments: _____

988 SUBSTANCE ABUSE

	988-01	Ability to recognize signs of alcohol and drug abuse
	988-02	Ability to work with parents who abuse drugs or alcohol
	988-03	Ability to provide care to children who abuse drugs or alcohol

Comments: _____

989 SELF-CARE FOR CAREGIVERS AND ADOPTIVE PARENTS

	989-01	Ability to organize time to complete caregiver tasks
	989-02	Ability to take care of the personal stress often found with caregiving

Comments: _____

990 HEALTH ISSUES

	990-01	Ability to recognize illnesses or conditions in children
	990-02	Ability to care for children with an illness or medical condition
	990-03	Ability to help children and adolescents obtain treatment for Sexually Transmitted Infections (STI's)

Comments: _____

993 DOMESTIC AND FAMILY VIOLENCE

	993-01	Ability to recognize the signs and impact of domestic violence
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Comments: _____

994 MEETING CHILDREN'S EDUCATIONAL NEEDS

	994-01	Ability to support children in regular school settings
	994-02	Ability to advocate for child's fair treatment in school
	994-03	Ability to help the child cope with the stresses of school and encourage continued education
	994-04	Ability to ensure children in care receive special educational programs, services, and accommodations, as needed
	994-05	Ability to help teens apply to colleges or universities

Comments: _____

995 MENTAL HEALTH PROBLEMS

	995-01	Ability to provide care to children with emotional, behavioral, or thought disorders
	995-02	Ability to recognize and respond to indicators of mental health problems in children
	995-03	Ability to provide a therapeutic environment for children with mental health problems
	995-04	Ability to identify mental health problems in adults
	995-05	Ability to provide a therapeutic environment for children with mental health problems

Assessor Signature

Date

Caregiver Signature

Date

Training Plan for Foster Caregivers



Foster Caregiver: _____

Effective Date: _____ License Expiration Date: _____

Training Plan Begins: _____ Ends: _____

Type of Foster Home: ☐ Infant-Only ☐ Family ☐ Medically Fragile ☐ Treatment

Number of Hours on Ongoing Training Required During Licensure Period: _____

List of Skill Sets* with Identified Training Needs (List by Number):

_____	_____	_____
_____	_____	_____
_____	_____	_____

Prioritize Skill Sets with Highest Training Need (List by Number):

Recommended Training Activities (including workshops; non-traditional learning such as online courses or reading; mentoring or coaching)

* *Universe of Competencies of Foster and Kinship Care, and Adoption.* Institute for Human Services for the Ohio Child Welfare Training Program . July 2009.