

THE THEMES IN ALL PCWTA TRAINING

Fairness & Equity

A principle that promotes equivalent opportunity for all children and families in order to achieve positive outcomes from child welfare interventions. Fairness and equity issues often concern reducing disparities in service access across population groups and diminishing overrepresentation of ethnic minorities in the child welfare system. Policies, procedures, and/or practices based on fairness and equity principles consider the unique sociocultural context of each individual and frequently involve the expansion of culturally responsive community resources.

Specific to PCWTA trainers: the goal in Child Welfare is to reduce disproportionality and ensure that there is equivalent opportunity for all children and families. So, when applicable, in your curriculum, tie in or discuss how the topic may connect to disproportionate treatment. e.g. in a domestic violence class, if a social worker has a bias about a particular group and thus judges the addicted parent accordingly, this impacts the outcome of the case and may result in adding to the number of children, from that parent's ethnic group, in foster care.

Family & Youth Engagement

Practices and strategies congruent with relevant sociocultural dynamics that effectively engage parents, youth and extended family members in a respectful and collaborative manner in the assessment, intervention and case planning processes.

Specific to PCWTA trainers: Including parents, youth and extended family in decision making makes for better outcomes in child welfare. When appropriate this value should be expressed in your training delivery. If you have exercises or role plays, include youth and family members as part of the group role play.

Strength-based Practice

Practice that identifies strengths in an individual, family, or system, and the formulation of service arrays and interventions that acknowledge and build on those strengths. A strength-based approach honors and respects the dignity of family members and incorporates the family's collective knowledge about the resources and strengths in their family system. Strength-based practice involves joining with the family to reach goals for improvement in family functioning.

Specific to PCWTA trainers: you have an opportunity to model this value in the training room by identifying and responding to the trainees in a strength-based way. This honors the trainee and by modeling, exhibits manners, language and techniques that they can use in working with children and families.

Outcomes-Informed Practice

Practice that supports and is informed by federal and state outcomes. All training in California supports the federal outcomes of Safety, Permanence and Well-Being.

California also has developed state-specific performance measures. These performance measures are referenced in the curricula (standardized core) where they apply. For more information on the performance measures in California, please refer to the website for the California Child Welfare Performance Indicators Projects at the Center for Social Sciences Research (CSSR) at UC, Berkeley:

http://cssr.berkeley.edu/ucb_childwelfare/

Specific to PCWTA trainers: once again you can model the value of data by researching your training topic and including data to support the topic.

Evidence-based Practice (EBP)

The application to service delivery of research evidence related to child welfare, integrated with clinical expertise and client values. The existing body of research reflects varying levels of methodological rigor and efficacy, and differences in applicability to child welfare practice. Where available, research on child welfare practice is integrated into the common core.

Specific to PCWTA trainers: as Schools of Social Work include Evidence Based Practice as part of the Social Work curricula, you will have graduate and/or students asking you to cite your sources for information you give out in training. It will be important for you to be up-to-date on your sources and bibliography. Your training and curriculum specialist will be discussing this when you update your curriculum every two years.

(Thanks to CalSWEC for the definitions)