

Individual Training Needs Assessment (ITNA) for New Caregivers

Helping to support learning & transfer after OCWTP preservice training

Preservice trains to an awareness level. Caregivers need additional in-depth training on preservice content. This ITNA will help caregivers and Assessors identify priority training needs, and develop the Initial Training plan for the first 2 years of licensure.

Directions: The assessor and caregiver should discuss each preservice content area to help determine the caregiver's priority training needs

Caregiver:	Effective Date:
License Dates:	Family Foster Home

Module 1: Orientation to Foster Care, Adoption and Kinship		
<ul style="list-style-type: none"> * Identify the goals of Child Welfare- Safety, Permanency and Well-being * Explain the difference between kinship care, foster care, and adoption 		
1 - High Priority Cannot describe or explain	2- Moderate Priority Limited, minimal explanation	3- Low Priority Can describe/explain content
Rationale for Rating:		
Module 2: The Child Protection Team		
<ul style="list-style-type: none"> * Identify the members of the child protection team and their role in service a child. * Identify advantages and challenges to teaming * Discuss the life of a child welfare care from allegation to permanency 		
1 - High Priority Cannot describe or explain	2- Moderate Priority Limited, minimal explanation	3- Low Priority Can describe/explain content
Rationale for Rating:		
Module 3: Child Development		
<ul style="list-style-type: none"> * Identify the 3 primary social and emotional developmental tasks of young children * Describe what is meant by brain plasticity * Identify facts that can enhance early childhood development and promote well-being 		
1 - High Priority Cannot describe or explain	2- Moderate Priority Limited, minimal explanation	3- Low Priority Can describe/explain content
Rationale for Rating:		
Module 4: Trauma and It's Effects		
<ul style="list-style-type: none"> * Identify childhood traumas * Describe how attachment can be impacted by complex trauma * Describe the possible behavioral indicators of a child who is experiencing toxic stress 		
1 - High Priority Cannot describe or explain	2- Moderate Priority Limited, minimal explanation	3- Low Priority Can describe/explain content
Rationale for Rating:		

Module 5: Sexual Abuse

- * Explain why children placed in foster care may have experience sexual abuse they have not yet disclosed
- * Discuss potential indicators that a child has been sexually abused or exposed to a highly sexualized environment
- * Identify ways to modify your home environment and house rules to ensure the safety and well-being of all children in the home.

1 - High Priority

Cannot describe or explain

2- Moderate Priority

Limited, minimal explanation

3- Low Priority

Can describe/explain content

Rationale for Rating:

Module 6: Minimizing the Trauma of Placement

- * Explain strategies to help a child feel emotionally safe;
- * explain how helping the child maintain connections with important people from their past minimizes the trauma of placement
- * Describe the kind of information from a child's history that can help determine appropriate parenting strategies.

1 - High Priority

Cannot describe or explain

2- Moderate Priority

Limited, minimal explanation

3- Low Priority

Can describe/explain content

Rationale for Rating:

Module 7: Transcending Differences in Placement

- * Explain how flexibility in foster caregiving contributes to respecting differences
- * Identify ways a family can help a foster child feel welcomed and respected for who they are
- * Identify some ways a child looks like the caregiving family can still be different from the caregiving family.
- * Explain how a foster caregiver can help prepare their community for a new child.

1 - High Priority

Cannot describe or explain

2- Moderate Priority

Limited, minimal explanation

3- Low Priority

Can describe/explain content

Rationale for Rating:

Module 8: Helping the Child Manage emotions and behaviors

- * Identify behavior as a child's primary communication tool
- * Identify interventions that promote positive development (attachment, self-regulation, & initiative)
- * Explain why physical punishment is not allowed to be used in foster care.

1 - High Priority

Cannot describe or explain

2- Moderate Priority

Limited, minimal explanation

3- Low Priority

Can describe/explain content

Rationale for Rating:

Module 9: Understanding Primary Families

- * Discuss common reactions to loss the primary parents may experience when their children are in out-of-home care
- * Discuss the advantages to the child when there is positive interaction between primary parents and foster caregivers
- * Discuss ways foster caregivers can involve the primary parents in decisions regarding the care of his or her child
- * Explain the importance of maintaining strong sibling connections.

1 - High Priority

Cannot describe or explain

2- Moderate Priority

Limited, minimal explanation

3- Low Priority

Can describe/explain content

Rationale for Rating:

Module 10: The effects of caregiving on the caregiver family

- * Identify common stressors for caregivers
- * Describe realistic expectations about caregiving
- * Identify self-care strategies
- * Discuss the potential consequences of caregiving on family relationships.

1 - High Priority Cannot describe or explain	2- Moderate Priority Limited, minimal explanation	3- Low Priority Can describe/explain content
Rationale for Rating:		

Module 11: Long-term separation

- * Explain the benefits of permanency for children
- * Identify emotional issues that could result from long-term separation from birth parents
- * Describe situations or events that might trigger difficult to manage emotions resulting from long-term separation.

1 - High Priority Cannot describe or explain	2- Moderate Priority Limited, minimal explanation	3- Low Priority Can describe/explain content
Rationale for Rating:		

Module 12: Post adoption Issues for Families

- * Identify long-term issues impacting parents who adopt children from foster care
- * Identify reasons why children need to understand their histories
- * Explain different types of post adoption support for adoptive families.

1 - High Priority Cannot describe or explain	2- Moderate Priority Limited, minimal explanation	3- Low Priority Can describe/explain content
Rationale for Rating:		

What barriers might have prevented the caregiver from being able to fully describe or explain the content?