

Family-Centered Approach to Child Protective Services

Competencies

Topic 111- Family-Centered Child Protective Services

Skill Set 111-01 Ability to conduct child welfare practice in a manner consistent with fundamental child welfare values and philosophy

111-01-001

Knows the dilemmas inherent in child welfare practice and the need for informed professional judgment when making child protection decisions

111-01-002

Knows the core values that underlie child welfare's mission of protecting children and ensuring their safety in stable, permanent families

111-01-003

Knows the defining characteristics of a family-centered approach to child welfare and child protection

111-01-004

Knows the professional values and ethics that support a family-centered approach to child welfare services

111-01-005

Knows the historical and philosophical evolution of child welfare practice and how this has influenced current practice

111-01-006

Understands the potential tensions between the rights and interests of parents and the rights and interests of children in child protective services

111-01-007

Understands child welfare's responsibility to make reasonable efforts to prevent placement, reunify children with their families and find permanent families for children who cannot go home

111-01-008

Understands how a family-centered approach to child protection must consider and balance the rights of maltreated children and of their families

111-01-009

Understands how engaging, empowering and strengthening immediate and extended families can help prevent removal and placement of children

111-01-010

Understands the commonalities, differences and most appropriate uses of family-centered services, family preservation and intensive home-based service programs

111-01-011

Knows a family-centered approach to engage and involve birth families, relative, kinship and foster/adoptive families in ensuring safety and permanence for children

Skill Set 111-02 Ability to identify children who have been abused or neglected

111-02-001

Knows the importance of the intake process and initial assessment in identifying children at high risk of maltreatment

111-02-002

Knows the importance of information collected at intake to make initial assessment decisions

111-02-003

Knows the philosophical and practical issues that complicate identification of parental behaviors as child maltreatment

111-02-004

Knows the legal and operational definitions of Child in Need of Care, abuse, neglect and non-abuse/neglect

111-02-005

Knows the general provisions of federal laws governing child welfare practice, including Adoption and Safe Families Act (ASFA), Adoption Assistance and Child Welfare Act of 1980 (96-272), Indian Child Welfare Act (ICWA), Child Abuse Prevention and Treatment Act (CAPTA), Multi Ethnic Placement Act (MEPA), Interstate Compact on the Placement of Children (ICPC), Chafee and Fostering Connections and the State laws and regulations that implement their provisions

111-02-006

Knows the physical, emotional and behavioral indicators of physical abuse, sexual abuse, physical neglect, emotional abuse, medical neglect, lack of supervision and abandonment

111-02-007

Knows interpersonal and family dynamics commonly associated with physical abuse, sexual abuse, physical neglect and emotional abuse, lack of supervision, abandonment and medical neglect

111-02-008

Knows the effects of environmental conditions and social factors that contribute to physical abuse, sexual abuse, neglect and emotional maltreatment

111-02-009

Knows behavioral indicators of parental/caregiver mental illness, emotional problems, family violence, substance abuse and developmental disabilities, and how these can contribute to child maltreatment

111-02-010

Knows criteria to differentiate abusive from non-abusive injury to children

111-02-011

Understands types of parenting practices that can contribute to child maltreatment and increase risk of harm to children

111-02-012

Knows strategies to observe, interview and assess children to gather information about their health and well-being

111-02-013

Can gather, analyze and compile information from different sources to determine whether a child has been maltreated, the type and scope of maltreatment and the most likely contributing factors

Skill Set 111-03 Ability to approach and relate to families in a culturally-respectful and sensitive manner

111-03-001

Knows fundamental concepts of culture, diversity and culturally responsive practice

111-03-002

Knows the foundational elements, institutions and dynamics that are common to all cultures

111-03-003

Understands the contribution of personal and organizational bias, poverty and other social factors on the over-representation of minority children and families in the child welfare system (disproportionality)

111-03-004

Understands the importance of locating reliable sources of information regarding individual cultural groups

111-03-005

Understands how ethnocentrism, lack of knowledge and reliance on stereotypes can contribute to intercultural conflicts and miscommunication

111-03-006

Understands how peoples' cultural backgrounds affects their values, identity, behaviors, perceptions and assessments of others and communication styles

111-03-007

Understands how cultural differences in parenting and child care practices can complicate the assessment of child maltreatment

111-03-008

Understands how different overt behaviors and cultural practices can be expressions of common fundamental values

111-03-009

Understands how some culturally-approved parenting practices may be harmful to children

111-03-010

Knows how to locate reliable informants and other resources to gather accurate information about a culture or a group

111-03-011

Can recognize one's own areas of potential bias and knows how to prevent these from affecting judgments about and relationships with families

111-03-012

Can establish rapport and relationships with individuals and families from diverse cultural backgrounds

111-03-013

Can conduct accurate assessments of risk, family strengths and family needs in diverse families, and provide services in a culturally-responsive manner

Skill Set 111-04 Ability to work within a community-based system of child protection and family support

111-04-001

Knows the roles and responsibilities of the child welfare agency in a community-based approach to child protection and family support.

111-04-002

Knows the roles and responsibilities of other community agencies, professionals and service providers involved in child protection and family support

111-04-003

Understands the necessity of involving community leaders and community members in protecting children and supporting families

111-04-004

Knows how to collaborate with community agencies and service providers to plan and coordinate services to families and children

111-04-005

Can advocate on behalf of families and children to help them gain access to and sustain services from neighborhood and community resources

111-04-006

Can collaborate with schools, law enforcement, medical, mental health and other community professionals in implementing interdisciplinary responses to child maltreatment