

# Topic 118

## Separation, Placement and Reunification

### **Skill Set 118-01 Ability to recognize children and families experiencing separation-induced trauma upon removal from home and each subsequent placement**

118-01-001

Knows the circumstances of placement that increase stress and often create crisis for children and their families

118-01-002

Knows common behavioral indicators of separation-induced stress and crisis in placed children and their families

118-01-003

Understands the child welfare professional's responsibility to minimize trauma experienced by children and their families during placement

118-01-004

Understands the potential negative consequences of separation, out-of-home placement and lack of permanence on attachment, child development and family and children's emotional stability

118-01-005

Understands how children's developmental level affects their experience of stress, ability to cope, perception of the placement and susceptibility to crisis

118-01-006

Understands how traumatic effects of separation may be displayed as anxiety, depression, regression, withdrawal and oppositional/defiant or destructive behavior

118-01-007

Knows strategies to reduce stress and strengthen coping capacity in children of different ages and developmental levels

118-01-008

Can identify children or family members in crisis and can recognize when separation trauma is a significant contributor

**Skill Set 118-02 Ability to plan and implement placements that reduce stress and prevent trauma**

118-02-001

Knows agency and community factors that may create pressure to remove children from their families in situations of alleged child maltreatment

118-02-002

Knows the potential benefits and liabilities of placing children with relatives and non-related kin

118-02-003

Knows the factors to be considered when selecting the most appropriate placement setting for children

118-02-004

Knows what information must be communicated to foster and kinship caregivers to help them meet children's needs

118-02-005

Understands the rationale for placing siblings together and the potential traumatic consequences of separating them

118-02-006

Understands how children of different ages experience separation and placement, and the implications for placement

118-02-007

Understands the concept of transitioning and the importance of structuring and staging placement activities to reduce trauma

118-02-008

Understands the value of involving parents and family members in identifying placement resources, preparing children and accompanying children on pre-placement visits

118-02-009

Understands the need for immediate and frequent post-placement contact between children and families to reduce separation trauma

118-02-010

Knows how to help parents identify potential placement resources within the extended family network and neighborhood

118-02-011

Can weigh the potential trauma of separation and placement against the trauma of future maltreatment in their homes when finalizing a decision to place a child

118-02-012

Can implement short-term strategies that protect children in their own immediate or extended families while more permanent placement options are identified

118-02-013

Can implement emergency out-of-home placements that minimize trauma to the child and family

118-02-014

Can support children, family members and caregivers to collaborate in transitioning children from their families into out-of-home care

118-02-015

Can help children express and cope with their concerns, needs and distress

118-02-016

Can engage families to identify placement options for their children

**Skill Set 118-03 Ability to plan and implement placements that promote placement stability and permanence for children**

118-03-001

Understands the benefits of foster and kinship caregivers as potential permanent placement resources for children in their care

118-03-002

Understands the need for immediate and frequent post-placement contact between children and families to reduce separation trauma

118-03-003

Knows how to conduct pre-placement decision-making meetings with families and other agency staff

118-03-004

Knows the necessary steps to fully prepare children, their families and foster/relative caregivers for placement

118-03-005

Knows how to help parents identify potential placement resources within the extended family network and neighborhood

118-03-006

Knows how to use crisis intervention methods during placements to reduce stress experienced by children and families and to strengthen their coping abilities

118-03-007

Knows how to prepare foster/relative caregivers for contact with members of a child's primary family during preplacement visits to decrease stress for the child(ren) and family

118-03-008

Knows how to maintain children’s connections to their neighborhood, school, culture and community while in placement

118-03-009

Can weigh the potential trauma of separation and placement against the trauma of future maltreatment in their homes when finalizing a decision to place a child

118-03-010

Can implement emergency out-of-home placements that minimize trauma to the child and family

118-03-011

Can help children express and cope with their concerns, needs and distress

118-03-012

Can engage families to identify potential placement options for their children

**Skill Set 118-04 Ability to keep parents and other family members involved with their children in placement**

118-04-001

Understands the importance of sustaining children’s attachments to parents, siblings and extended family members while in placement

118-04-002

Knows the child welfare professional’s role in empowering family members to remain involved with children in care and invested in permanency planning

118-04-003

Understands how insufficient pre-placement preparation can increase family members' resistance to the placement

118-04-004

Understands how a child welfare professional’s attitude about parents’ involvement in placement planning can affect a family's willingness to become and stay involved

118-04-005

Understands how separation trauma and grief in family members may manifest in angry, hostile, belligerent or withdrawn behavior

118-04-006

Understands how removal of their children can affect a family’s confidence, self-worth and commitment to reunification

118-04-007

Knows strategies to strengthen and sustain children’s attachments to family members while in placement

118-04-008

Can plan and support frequent visits between children in care and their families; and can address or eliminate barriers to visitation

118-04-009

Can help families cope with problems that arise during visits, including children’s emotional distress and behavior problems

118-04-010

Can use family/child visits to model, reinforce and support constructive parenting practices

118-04-011

Can help family members express their anger and distress, and clarify and cope with their feelings

118-04-012

Can involve family members in ongoing reviews of case plans and ongoing reviews in making permanency decisions for their children

**Skill Set 118-05 Ability to collaborate with and support foster and relative caregivers**

118-05-001

Knows the importance of supportive services to foster and relative caregivers to strengthen and sustain placements

118-05-002

Knows the benefits of including foster and kinship caregivers as members of the case-planning and service-delivery team

118-05-003

Knows the role of caregivers in assessment of children’s needs, in planning services and implementing case plan activities

118-05-004

Understands how training, respite care, mentoring programs, support groups and agency support for caregivers can strengthen and sustain placements

118-05-005

Understands the special needs of families caring for children with emotional, behavioral, medical or substance use disorders

118-05-006

Understands how placement can create unexpected and distressing changes in the caregiving family and potentially threaten placement stability

118-05-007

Understands the impact of grief and loss on caregiving families when children are returned home or adopted

118-05-008

Understands the challenges for relative caregivers who may need to restrict or control access by parents of the children in their care

118-05-009

Can support caregiver involvement in all aspects of placement planning and empower caregivers to help make case decisions

118-05-010

Can engage and prepare caregivers to work directly with family members of children in care to achieve case plan objectives

118-05-011

Can debrief and support foster and relative caregivers, children and children's families after visits

118-05-012

Can help caregivers manage conflicting feelings about supporting reunification while considering adoption or legal guardianship

**Skill Set 118-06 Ability to work with families to promote reunification and placement stability**

118-06-001

Knows the importance of reunification planning, preparation and ongoing supportive services to stabilize the placement and prevent children from re-entering care

118-06-002

Knows the child welfare professional's responsibilities in helping families successfully complete case plan tasks toward reunification

118-06-003

Knows the importance of teamwork and collaboration among community providers to achieve successful reunification

118-06-004

Knows the characteristics and elements of a well-developed reunification plan

118-06-005

Knows factors typically associated with repeat maltreatment of children and their re-entry into foster care

118-06-006

Understands the psychological, environmental and social barriers to reintegration and the importance of helping family members overcome these barriers

118-06-007

Understands factors that must be assessed to determine each family member's readiness for reintegration and the dynamics associated with low likelihood of successful reunification

118-06-008

Understands typical emotional reactions of parents whose children have been placed and how these may affect parent's behavior and willingness to pursue reintegration

118-06-009

Understands how family visits can create emotional distress and trauma for children and family members

118-06-010

Understands the value of strengths-based intervention when pursuing reintegration

118-06-011

Understands why parents might choose not to pursue reintegration with their children

118-06-012

Knows how to re-evaluate risk and child safety in preparation for and during reintegration activities

118-06-013

Knows the necessary steps to prepare families for the stresses and challenges they may face during reintegration activities

118-06-014

Knows how to help families link with support systems in their extended families and communities to assist them before, during and after reintegration

118-06-015

Can help keep families engaged and emotionally involved with their children during reintegration and after children are returned home

118-06-016

Can assess family members' responses to visits and family contacts and use this information to modify reintegration plans

118-06-017

Can help families anticipate areas of stress or conflict and design strategies to prevent or overcome challenges

118-06-018

Can determine when reintegration is not an appropriate plan for a child or is not likely to succeed and can communicate this to family members

**Skill Set 118-07 Ability to use concurrent case planning to develop alternative permanency goals for children who cannot be with their families**

118-07-001

Knows the detrimental outcomes of lack of permanence and placement instability for children

118-07-002

Knows the range of permanency options available to children who cannot be reintegrated with their families

118-07-003

Knows criteria to select the most appropriate permanency goal for a child in care

118-07-004

Knows the importance of maintaining as much stability as possible in children's physical, social, cultural and psychological environments when choosing permanency goals

118-07-005

Knows the importance of asking family members to recommend potential permanent placements for their children and involving them in developing a permanency plan

118-07-006

Knows risks and disadvantages of Other Planned Permanency Living Arrangements (OPPLA) as a case plan goal for youth in need of care

118-07-007

Understands the emotional and practical dilemmas faced by relative and foster caregivers in working toward reintegration when they have agreed to provide a permanent home for a child

118-07-008

Knows how to engage families to consider permanency options for their children without negating the importance of or the agency's commitment to promote reintegration

118-07-009

Knows how to conduct a comprehensive assessment of children's developmental needs and use this information to select the most appropriate permanent home

118-07-010

Can openly discuss with families the agency's commitment to achieving permanence for children within the time frames established by Kansas statute

118-07-011

Can help families develop permanent plans for their children when reintegration is not possible