

	Course # & Title of Training	Course Description	Allowable Title IV-E admin. functions training activity addresses	Setting /venue for training activity	Duration category of training activity	Proposed provider of training activity	Specification /approximate # of days/hours of training activity	Audience to receive training	Estimated total cost/year	Cost allocation methodology
INITIAL TRAINING										
Statewide Training:										
Initial	HR000024 NEW EMPLOYEE ORIENTATION	<p>The Department of Social Services Human Resource Center provides a one day training for all new Department employees. This training will help new employees understand their role in state government and will provide them with building blocks necessary to begin a successful career in the DSS.</p> <p>The training will include an overview of Missouri state government and budget process. Participants will learn about the DSS mission, values, functions, and structure. Employee benefits, including leave, medical plans, Employee Assistance Program, and cafeteria plan, will also be outlined for participants.</p> <p>The DSS mandatory course, "Civil Rights and Diversity" will be provided as part of this training.</p>	Job Performance and Enhancement Skill	Agency training room or Contract Facility	Full-time	HRC Professional Development Unit	8 hour	All staff	\$10,000	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 50% FFP.

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Initial	HR000062 WORKPLACE SAFETY	Provides extensive information on risk management/safety concerns including recognition of unsafe situations before entering a home or neighborhood; interviewing a client in the office; development of crisis intervention skills; and effective follow-up should an assault or life-threatening incident take place.	Job Performance and Enhancement Skill	Agency training room or Contract Facility	Full-time	HRC Professional Development Unit	7 hours	All Staff	\$8000	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 50% FFP.

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Initial	HR000069 CIVIL RIGHTS AND DIVERSITY FOR NON SUPERVISORS	The first portion of the training will begin with a discussion of laws relating to the protection of civil rights for employees and clients. The second portion of the class will discuss the importance for embracing diversity in the workplace, as doing so is the first step towards ensuring respect for co-workers and clients, thus limiting complaints of discrimination or harassment.	Job Performance and Enhancement Skill	Agency training room or Contract Facility	Full-time	HRC Professional Development Unit	6 hours	FrontlineS taff	\$5000	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 50% FFP.

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Initial	CD000340 Signs of Safety Basic Training	This 12 hour course details specific practice tools core to the child protection task of risk assessment and planning. Information is provided on processes where front line professionals and families members engage with each other in partnership to address situations of child abuse and maltreatment. Learning objectives are comprehension and application of family mapping, scaling, and safety planning and specific best practice assessment techniques with children.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision.	Agency Training room or contracted facility	Full time	CD Professional Development Training Units	12 classroom training hours/2 days	All new CD Frontline Staff and Contracted Staff	\$10,000	Title IV-E funding as one source support. Claimed at 50% FFP.

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Initial	CD000498 ANTI-DEPRESSANT AND ANTI-ANXIETY MEDICATION USE IN CHILDREN	Part One of a three-part WebEx series presented by Dr. Laine Young-Walker, Chief Medical Officer for Children with the Department of Mental Health and a board-certified child and adolescent psychiatrist. This course will focus on medication management, including important things to know about treatment and engagement with those prescribing medications to children in custody; non-medication treatment; side effects; monitoring requirements; and questions that should be asked of prescribers. This course has been developed to increase the knowledge and understanding of staff on psychotropic medications and how they effect the children taking those medications and also support inquiry and communication with medical professionals who prescribe psychotropic medications to children. This is course is a required training for all Children's Service Workers and Supervisors.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision.	web-based	Full time	External Provider	1.25 hours	All new CD Frontline Staff and Contracted Staff	\$250	Title IV-E funding as one source support. Claimed at 50% FFP.

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Initial	CD000499 ANTI- PSYCHOTIC & MOOD STABILIZER MEDICATION USE IN CHILDREN	Part Two of a three-part WebEx series presented by Dr. Laine Young-Walker, Chief Medical Officer for Children with the Department of Mental Health and a board-certified child and adolescent psychiatrist. This course will focus on medication management, including important things to know about treatment and engagement with those prescribing medications to children in custody; non-medication treatment; side effects; monitoring requirements; and questions that should be asked of prescribers. This course has been developed to increase the knowledge and understanding of staff on psychotropic medications and how they effect the children taking those medications and also support inquiry and communication with medical professionals who prescribe psychotropic medications to children. This is course is a required training for all Children's Service Workers and Supervisors.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision.	web-based	Full time	External Provider	1.25 hours	All new CD Frontline Staff and Contracted Staff	\$250	Title IV-E funding as one source support. Claimed at 50% FFP.

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Initial	CD000500 TREATMENT OF ADHD IN CHILDREN AND ADOLESCENTS	Part Three of a three-part WebEx series presented by Dr. Laine Young-Walker, Chief Medical Officer for Children with the Department of Mental Health and a board-certified child and adolescent psychiatrist. This course will focus on medication management, including important things to know about treatment and engagement with those prescribing medications to children in custody; non-medication treatment; side effects; monitoring requirements; and questions that should be asked of prescribers. This course has been developed to increase the knowledge and understanding of staff on psychotropic medications and how they effect the children taking those medications and also support inquiry and communication with medical professionals who prescribe psychotropic medications to children. This is course is a required training for all Children's Service Workers and Supervisors.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision.	web-based	Full time	External Provider	1.25 hours	All new CD Frontline Staff and Contracted Staff	\$250	Title IV-E funding as one source support. Claimed at 50% FFP.

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Initial	CD000537 INFORMED CONSENT	This eLearning lesson for Children’s Division Staff, contracted case management staff and resource providers will focus on informed Consent, including understanding the definition of informed consent and important things to know about treatment and engagement with child, parents resource providers and those prescribing medications and treatment for children in custody.	Family centered practice; Development of the case plan; Case management and supervision	web-based	Full time	CD Professional Development	2.0 hours	CD Frontline Staff, Contract Staff and Resource Providers	\$500	Title IV-E funding as one source support. Claimed at 75% FFP.

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Initial	CD000546 WELLBEING ORIENTATION: FIVE DOMAINS	The course will shift the focus from fixing problems to fostering wellbeing. It will emphasis the belief that we work with whole families, people, and communities. Wellbeing isn't something you have or don't have; it is dynamic. There will be discussion about weighing tradeoffs and making and sustaining change.	Family centered practice; Referral to services; Placement of the child; Development of case plan; Case reviews; Case management & supervision	Agency training room or Contract Facility	Full-time	Certified CD Professional Development Training Staff	9 hours	All Staff	\$50,000	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 75% FFP.

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Northern Region:										
	Northern Region CWPT	CHILD WELFARE PRACTICE BASIC ORIENTATION					354 hours of training activity (90 hours of classroom training and 264 hours of on-the-job coaching)		\$75,000	
Initial	CD000288 CWPT NORTHERN REGION CLASS 1	This skill based curriculum will introduce the participant to the agency’s mission and principals; code of ethics, framework for safety, strengths based practice, 5 domains of wellbeing, cultural competency, and a variety of family assessment tools.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Recruitment and licensing of foster homes and institutions	Agency Training room or contracted facility	Full time	Northern Region CD Professional Development Unit	18 classroom training hours; 40 OJC hours	All new CD Frontline Staff and Contracted Staff	See above	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 75% FFP.

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Initial	CD000289 CWPT NORTHERN REGION CLASS 2	This skill based curriculum will provide definitions & identification of CA/N, the types of referrals and reports that can be made, the screening process, dual response system, how to conduct an investigation and assessment. Staff will understand the functions, roles, and responsibilities of CD staff in their response to hotlines. Staff will know the concepts of family centered, strengths based, solution focused service delivery to intact families and can demonstrate their usage through the available assessment tools. Case Conferencing, Initial Contacts, FST's, Risk Assessment and Case Closure are explored.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Recruitment and licensing of foster homes and institutions	Agency Training room or contracted facility	Full time	Northern Region CD Professional Development Unit	18 classroom training hours; 56 OJC hours	All new CD Frontline Staff and Contracted Staff	See above	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 50% FFP.

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Initial	CD000290 CWPT NORTHERN REGION CLASS 3	This skill based curriculum will provide knowledge of the impact of out-of-home placement of children and families. Staff will explore the family centered out of care process which includes: ASFA, reasonable efforts, permanency goals, developing and utilizing permanency planning and an understanding of expedited permanency time frames. Staff will discuss pre-placement planning, selecting a home for a child, preparing parties for placement and dealing with the impact of placement of all parties. Specific attention will be placed on facilitating family support team meetings, court testimony and documentation, on-going responsibilities and activities. Session concludes with assessing child safety and risk at time of case closure.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Recruitment and licensing of foster homes and institutions	Agency Training room or contracted facility	Full time	Northern Region CD Professional Development Unit	18 classroom training hours; 56 OJC hours	All new CD Frontline Staff and Contracted Staff	See above	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 75% FFP.

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Initial	CD000525 INTRO TO SPECIALIZED TRAINING PROGRAMS	This class is geared towards new workers to introduce them to the RCST, Youth Elevated Needs and Older Youth Referral process- basic information on what it is as well as review of the referral process.	Family centered practice Placement of the child; Development of the case plan; Case reviews; Case management and supervision	Agency Training Room or Contract Facility	Full time	CD Professional Development	6.0 hours	All new CD Frontline Staff and Contract Staff	\$1000	Title IV-E funding as one source support. Claimed at 75% FFP.

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Jackson County Region:										
	Jackson County CWPT	CHILD WELFARE PRACTICE BASIC ORIENTATION					183 hours of training activity (87 hours of classroom training & 96 hours of on-the-job coaching)		\$33,000	
Initial	CD000291 CWPT JACKSON COUNTY CLASS 1	This skill based curriculum will introduce the participant to the agency’s mission and principals; code of ethics, framework for safety, strengths based practice, 5 domains of wellbeing, cultural competency, and a variety of family assessment tools.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Recruitment and licensing of foster homes and institutions	Agency Training room or contracted facility	Full time	Jackson County CD Professional Development Unit	13.5 classroom training hours; 24 OJT hours	All new CD Frontline Staff and Contracted Staff	See above	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 75% FFP.

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Initial	CD000292 CWPT JACKSON COUNTY CLASS 2	This skill base curriculum will introduce participants to critical thinking skills and provide participants the opportunity to practice the use of these skills. Participants will be introduced to Signs of Safety and have the opportunity to practice using this model; participants will learn skills used to work within a team, how to further assess for safety, and how to apply those skills to their fieldwork. Participants will learn basics of report writing and court testimony. Participants will begin to practice obtaining records and maintaining confidentiality.	Development of the case plan; Case reviews; Case management and supervision	Agency Training room		HRC Trainers	4.0 hours	All staff	\$2000	Title IV-E funding as one source support. Claimed at 25% FFP.

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Initial	CD000295 CWPT JACKSON COUNTY CLASS 3 CASE MANAGE-MENT	This skill based curriculum will strengthen critical thinking skills, and apply them to case management. Participants will get the opportunity to practice interviewing and report writing. Participants will strengthen their knowledge in Signs of Safety. Participants will be introduced to writing summaries, factual documentation, and court reports.	Development of the case plan; Case reviews; Case management and supervision	Agency training room	Full time	HRC Trainers	6 hours	All Staff	\$2000	Title IV-E funding as one source & distributed based on the Missouri Department of Social Services Cost Allocation Plan and results of RMTS. Claimed at 25% FFP.

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Initial	CD000293 CWPT JACKSON COUNTY CLASS 3 INVESTIGATIONS/ ASSESSMENTS	This skill based curriculum will strengthen critical thinking skills, and apply them to CA/N investigations and assessments. Participants will get the opportunity to practice interviewing and report writing. Participants will strengthen their knowledge in Signs of Safety. Participants will be introduced to conclusion writing, factual documentation, and court report writing. Participants are taught engagement skills through the application of family-centered philosophy and skills development for working with Intact Families.		Agency training room	Full-time	External Contract Provider	21.0 hours	Manager/ Supervisors	\$1000	Title IV-E funding as one source & distributed based on the Missouri Department of Social Services Cost Allocation Plan and results of RMTS. Claimed at 0% FFP.

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Initial	CD000296 CWPT JACKSON COUNTY CLASS 4 CASE MANAGEMNT	This skill based curriculum will strengthen critical thinking skills, and apply them to case management. Participants will get the opportunity to practice interviewing and report writing. Participants will strengthen their knowledge in Signs of Safety. Participants will be introduced to writing summaries, factual documentation, and court reports. Participants will also receive hands on individual experience in entering, updating, and inquiry of CD programs.	Family centered practice Development of the case plan;; Case management and supervision	Agency training room or Contract Facility	Full-time	DSS Divisional Trainers	14.0 hours	Manager/ Supervisors	\$5000	Title IV-E funding as one source & distributed based on the Missouri Department of Social Services Cost Allocation Plan and results of RMTS. Claimed at 25% FFP.

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Initial	CD000294 CWPT JACKSON COUNTY CLASS 4 INVESTIGATIONS/ ASSESSMENTS	This skill based curriculum will strengthen critical thinking skills, and apply them to CA/N investigations. Participants will get the opportunity to practice interviewing and report writing. Participants will strengthen their knowledge in Signs of Safety. Participants will be introduced to conclusion writing, factual documentation, and court report writing. Participants will also receive hands on individual experience in entering, updating and inquiry of CD programs.	Family centered practice Placement of the child; Development of the case plan; Case reviews; Case management and supervision	Agency training room or Contract Facility	Full time	CD Professional Development	2.0 hours	All Staff	\$500	Title IV-E funding as one source & distributed based on the Missouri Department of Social Services Cost Allocation Plan and results of RMTS. Claimed at 75% FFP.
Initial	CD000297 CWPT JACKSON COUNTY CLASS 5	In this skill based curriculum staff will display satisfactory casework interviewing skills, identify the proper steps in a case planning process, display knowledge of the principles of the normal development of children, display an awareness of and sensitivity to typical reactions of families and individuals to severe	Family centered practice Placement of the child; Development of the case plan; Case reviews; Case management and supervision	Agency training room or Contract Facility	Full-time	CD Professional Development	2.0 hours	All Staff	\$500	Title IV-E funding as one source & distributed based on the Missouri Department of Social Services Cost Allocation Plan and results of RMTS. Claimed at

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		environment and inter-personal stress and gather information and individually complete a map or maps using Signs of Safety.								75% FFP.
Initial	CD000318 CAR SEAT INSTALLATION AND TRAINING	Participants will learn the Missouri Laws pertaining to child restraints, the types of child restraints available and when to use them. Participants will also practice installing a child restraint into a vehicle.	Placement of child	Agency training room or Contract Facility	Full-time	Jackson Co Region Professional Development and Training Unit	1.5 hour	Frontline staff	\$0	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 75% FFP.
Initial	CD000248 SAFE & TOGETHER	In an effort to support at-risk and vulnerable families, the Safe and Together training helps workers making home visit screen and effectively respond to domestic violence. This training focuses on working with the entire family, while protecting the victim of abuse and the children while holding the perpetrator accountable for their behavior.	Family centered practice; Referral to services; Placement of the child; Development of case plan; Case reviews; Case management & supervision	Agency Training room	Full-time	Jackson County CD Professional Development Unit	3 hours	All new CD Frontline Staff and Contracted Staff	\$500	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 75% FFP.

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St. Louis Region:										
	St. Louis Region CWPT	CHILD WELFARE PRACTICE BASIC ORIENTATION TRAINING - "KEYS TO SUCCESS"					206.5 hours of training activity (133 hours of classroom training & 73.5 hours of on the job training)		\$38,000	
Initial	CD000328 SYSTEMS KEYS TO SUCCESS - CA/N	As the trainer works through the input of a case and staff follow along, they are provided the opportunity to familiarize themselves with the purpose of the information required to be entered and the specific screens utilized in their work. Staff then individually “skill practice” the work required to document a Child Abuse and Neglect case from assignment to closure.	Family centered practice; Case reviews; Data collection & reporting	Agency Training room or contract facility	Full time	St. Louis Region CD Professional Development Unit	7 hours of classroom training	All new CD Frontline Staff and Contracted Staff	\$400	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 50% FFP.

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Initial	CD000329 SYSTEMS KEYS TO SUCCESS - FCS	Systems Keys to Success FCS: As the trainer works through the input of a case and staff follow along, they are provided the opportunity to familiarize themselves with the purpose of the information required to be entered and the specific screens utilized in their work. Staff then individually “skill practice” the work required to document a Family Centered Service case from assignment to closure.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Recruitment and licensing of foster homes and institutions	Agency Training room or contracted facility	Full time	St. Louis Region CD Professional Development Unit	7 hours of classroom training	All new CD Frontline Staff and Contracted Staff	See above	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 75% FFP.

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Initial	CD000330 SYSTEMS KEYS TO SUCCESS - FCOOHC	Systems Keys to Success FCOOHC: As the trainer works through the input of a case and staff follow along, they are provided the opportunity to familiarize themselves with the purpose of the information required to be entered and the specific screens utilized in their work. Staff then individually “skill practice” the work required to document a Family Centered Out of Home case from assignment to closure.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Recruitment and licensing of foster homes and institutions	Agency Training room or contracted facility	Full time	St. Louis Region CD Professional Development Unit	7 hours of classroom training	All new CD Frontline Staff and Contracted Staff	See above	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 75% FFP.

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Initial	CD000331 CD000344 CWPT Keys To Success Class 1	Class 1 begins with a discussion of CSW competencies. It provides an understanding of the purpose of CD as established in MO Statute 210. Participants will be introduced to Social Work Ethics, the mission of CD, the philosophical basis of the work CD engages in with children and families. Personal values and beliefs and cultural competency is discussed as it relates to the interaction with children and families. The critical nature of assessing safety and risk is as well as goal setting with families is presented.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Recruitment and licensing of foster homes and institutions	Agency Training room or contracted facility	Full time	St. Louis Region CD Professional Development Unit	24 classroom training hours; 6.75 OJT hours	All new CD Frontline Staff and Contracted Staff	See above	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 75% FFP.

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Initial	CD000332 CD000346 CWPT Keys To Success Class 2 CA/N	The class begins with a discussion of the legal definitions of abuse and neglect as defined in MO Statute as well as a discussion of indicators and types of abuse & neglect. The role and responsibility of the Child Abuse and Neglect Hotline is conveyed. The criterion for Referrals, Investigation, and Family Assessments is addressed. All components of “working” a report from assignment to conclusion and notifications is skill practiced. The role of “evidence” and documentation is presented to further build the understanding of the responsibility of making a “finding” of abuse or neglect of a child. The purpose of and the preparation for a presentation to the CAN review concludes the class.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Recruitment and licensing of foster homes and institutions	Agency Training room or contracted facility	Full time	St. Louis Region CD Professional Development Unit	20.5 classroom training hours; 20.25 OJT hours	All new CD Frontline Staff and Contracted Staff	See above	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 50% FFP.

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Initial	CD000333 CD000347 CWPT Keys To Success Class 3 FCS	The practice of CD’s “family centered service” philosophy and purpose is reinforced from the Class 1 introduction. All components of the “FCS” work with families is presented; minimum contact requirements, case assignments, visits, assessment tools, service delivery, and goal setting. A portion of the classroom time is dedicated to “skills practice” involving family centered service work.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Recruitment and licensing of foster homes and institutions	Agency Training room or contracted facility	Full time	St. Louis Region CD Professional Development Unit	20 classroom training hours; 20.25 OJT hours	All new CD Frontline Staff and Contracted Staff	See above	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 50% FFP.

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Initial	CD000334 CD000345 CWPT Keys To Success Class 4	The class begins with a video which provides participants a child’s perspective of what “foster care” means to them. A timeline of activities and responsibilities from the 1st 24 hours of receiving a “case” to the legal requirements of a FCOOHC case, to the ongoing work; to the closure of the case is included . Participants skill practice a 24 hour meeting, court testimony, and a 72 hour meeting. Time is spent on the importance of placement considerations, the understanding of the criteria, training, and assessment of Resource Providers.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Recruitment and licensing of foster homes and institutions	Agency Training room or contracted facility	Full time	St. Louis Region CD Professional Development Unit	24 classroom training hours; 20.25 OJT hours	All new CD Frontline Staff and Contracted Staff	See above	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 75% FFP.

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Initial	CD000335 CWPT Keys To Success CA/N Enrichment Part 1	The involvement of a CA/N worker is most likely the result of a call to the Child Abuse and Neglect hotline, whether it is an emergency or non-emergency. By now you will have learned the various types of reports and referrals, you will have learned about our structured decision making and our dual response process. You have learned the difference between an investigation and an assessment and have even learned how to develop a safety plan. But as a first responder to reports of child abuse and neglect (CA/N), it is important that the training offered in Keys to Success expands the knowledge of staff working in this program area. This session will serve to provide more in-depth understanding of all of the above. It will help prepare you for being the “first responder”, enhancing your observation skills, interviewing basics, making appropriate safety assessments and enhance your engagement skills.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Recruitment and licensing of foster homes and institutions	Agency Training room or contracted facility	Full time	St. Louis Region CD Professional Development Unit	7 classroom training hours	All new CD Frontline Staff and Contracted Staff	See above	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 50% FFP.

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Initial	CD000336 CWPT Keys To Success CA/N Enrichment Part 2	The involvement of a CA/N worker is most likely the result of a call to the Child Abuse and Neglect hotline, whether it is an emergency or non-emergency. By now you will have learned the various types of reports and referrals, you will have learned about our structured decision making and our dual response process. You have learned the difference between an investigation and an assessment and have even learned how to develop a safety plan. But as a first responder to reports of child abuse and neglect (CA/N), it is important that the training offered in Keys to Success expands the knowledge of staff working in this program area. This session will serve to provide more in-depth understanding of all of the above. It will help prepare you for being the “first responder”, enhancing your observation skills, interviewing basics, making appropriate safety assessments and enhance your engagement skills.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Recruitment and licensing of foster homes and institutions	Agency Training room or contracted facility	Full time	St. Louis Region CD Professional Development Unit	7 classroom training hours	All new CD Frontline Staff and Contracted Staff	See above	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 50% FFP.

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Southwest Region:										
	Southwest Region CWPT	CHILD WELFARE PRACTICE BASIC ORIENTATION					288 hours of training activity (128 hours classroom training & 160 hours on-the-job coaching)		\$63,000	
Initial	CD000298 CWPT SW REGION CLASS 1	This competency based curriculum will introduce the participant to the agency's role in responding to CA/N, State and Federal Statutes, principles of Family Centered strength's based practice and the basics of assessing a family's strengths and needs through the use of assessment tools.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Recruitment and licensing of foster homes and institutions	Agency Training room or contracted facility	Full time	Southwest Region CD Professional Development Unit	32 classroom training hours; 80 OJT hours (first week OJT is orientation; second week OJT is application)	All new CD Frontline Staff and Contracted Staff	See above	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 75% FFP.

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Initial	CD000299 CWPT SW REGION CLASS 2	This competency based curriculum will provide identification of CA/N, the types of referrals and reports that can be made, the screening process, how to conduct an investigation and assessment. Staff will understand the functions, roles, and responsibilities of CD staff in their response to hotlines. Staff will know the concepts of family centered, strengths based, solution focused service delivery to intact families and can demonstrate their usage through the available assessment tools.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Recruitment and licensing of foster homes and institutions	Agency Training room or contracted facility	Full time	Southwest Region CD Professional Development Unit	32 classroom training hours; 40 OJT hours	All new CD Frontline Staff and Contracted Staff	See above	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 50% FFP.

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Initial	CD000300 CWPT SW REGION CLASS 3	This competency based curriculum will provide knowledge of the impact of out-of-home placement of children and families. Staff will explore the family centered out of care process which includes: ASFA, reasonable efforts, permanency goals, developing and utilizing permanency planning and an understanding of expedited permanency time frames. Staff will discuss pre-placement planning, selecting a home for a child, preparing parties for placement and dealing with the impact of placement of all parties. Specific attention will be placed on facilitating family support team meetings, court testimony and documentation. Session concludes with assessing child safety and risk at time of case closure.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Recruitment and licensing of foster homes and institutions	Agency Training room or contracted facility	Full time	Southwest Region CD Professional Development Unit	32 classroom training hours; 40 OJT hours (first week OJT is orientation; second week OJT is application)	All new CD Frontline Staff and Contracted Staff	see above	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 75% FFP.

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Southeast Region:										
	Southeast Region CWPT	CHILD WELFARE PRACTICE BASIC SKILLS TRAINING					132 hours of training activity (132 hours classroom training with on-the-job coaching)		\$42,000	
Initial	CD000313 CWPT SE CLASS 1 - FOUNDATIONS - INTRO TO MO PRACTICE MODEL	Foundation & Beginning Communication Skills: Overview of the Agency & the legal basis for our agency's work. Developing Critical Thinking Skills. Introduction to Safety Assessment. Beginning with the 11/30/2015 training class, also includes a day-long overview of the 5 Domains of Well-Being. Beginning with the 07/10/2017 class, also includes a 2-day overview of the Signs of Safety. This course is offered to fulfill the statutory requirements of RSMo 210.180: "Each employee of the division who is responsible for the investigation or family assessment of reports of suspected child abuse or	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Recruitment and licensing of foster homes and institutions	Agency Training room or contracted facility	Full time	Southeast Region CD Professional Development Unit	31.5 classroom training hours with OJT	All new CD Frontline Staff and Contracted Staff	See above	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 75% FFP.

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		neglect shall receive not less than forty hours of preservice training on the identification and treatment of child abuse and neglect.” Week One provides new frontline workers with a foundation of CD work, including the Five Domains of Well-Being (full 1-day training), Trauma-Informed Care (brief overview), and the Signs of Safety framework (full 2-day training).								

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Initial	CD000314 CWPT SE CLASS 2 - MO PRACTICE MODEL IMPLEMENTATI ON PT 1	Interviewing Skills, Safety vs. Risk: CAN process, including laws regarding CAN, identifying safety concerns, interviewing clients, collecting, and evaluating evidence. Documentation in FACES	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Recruitment and licensing of foster homes and institutions	Agency Training room or contracted facility	Full time	Southeast Region CD Professional Development Unit	28 classroom training hours; OJT hours	All new CD Frontline Staff and Contracted Staff	See above	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 50% FFP.

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Initial	CD000315 CWPT SE CLASS 3 - MO PRACTICE MODEL IMPLEMENTATION PT 2	Family Dynamics & Working with the Family System. Identification of family strengths/needs, assessing risk & safety. Continued development of critical thinking skills. FACES input to include the opening a case and information gathered. Reunification & Building Lifelong Relationships. Awareness of placement options, development of team building and facilitation skills. Recognizing the importance of lifelong relationships and the role the CSW plays in development of those relationships.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Recruitment and licensing of foster homes and institutions	Agency Training room or contracted facility	Full time	Southeast Region CD Professional Development Unit	24.5 hours classroom training hours with OJT hours	All new CD Frontline Staff and Contracted Staff	See above	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 75% FFP.

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Initial	CD000316 CWPT SE CLASS 4 - MO PRACTICE MODEL IMPLEMENTATION PT 3	Reunification & Building Lifelong Relationships. Awareness of placement options, development of team building and facilitation skills. Recognizing the importance of lifelong relationships and the role the CSW plays in development of those relationships	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Recruitment and licensing of foster homes and institutions	Agency Training room or contracted facility	Full time	Southeast Region CD Professional Development Unit	28 hours classroom training hours with OJT hours	All new CD Frontline Staff and Contracted Staff	See above	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 75% FFP.

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Initial	CD000427 SE SYSTEMS	This class will provide an opportunity for new staff to be exposed to and practice using the FACES system. This class will also allow current staff who would benefit from additional coaching in the FACES system, the opportunity to bring case files and get some additional support and entry assistance.	Family centered practice; Referral to services; Placement of the child; Development of the case plan; Case reviews; Case management and supervision	Agency Training room or contracted facility	Full time	CD Professional Development Unit	11 classroom training hours;	All new CD Frontline Staff and Contracted Staff	\$100	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 75% FFP.

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ONGOING TRAINING										
Statewide Training:										
On-going	CD000459 CQI - BE THE CHANGE	Continuous Quality Improvement is a process by which all staff are involved in creating solutions to problems. The purpose of this training is to reinforce the philosophy behind CQI, to introduce team roles and meeting processes, and to provide hands on learning experience so that participants are able to immediately apply what they have learned during quarterly CQI meetings.		Agency training room or Contract Facility	Full-time	CQI Staff	2 hours	All Staff	\$1000	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 50% FFP.

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On-going	STARS Pre-Service & Spaulding Training CD000015 CD000016 CD000017	This curriculum provides the knowledge and skills necessary to train prospective Foster/Adopt Parents. An overview and practice of the curriculum is provided.	Referral to services; Preparation for and participation in judicial determinations; Placement of the child; Development of the case plan; Case reviews; Case management and supervision; Recruitment and licensing of foster homes and institutions	Agency Training room or contracted facility	Continuing Part time	CD	Total of 119 hours	Frontline staff and supervisors	\$100,000	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 75% FFP.

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On-going	CD000493 Monitoring, Testing and Refining Safety	Participants will: Practice developing questions to assess the effectiveness of safety plans; grow a deeper understanding of safety as “strengths” demonstrated as protection over time. Learn tools and strategies for monitoring and rehearsing safety plans Think through ways to practice and test safety plans	Family centered practice Placement of the child; Development of the case plan; Case reviews; Case management and supervision	Agency training room or Contract Facility	Full-time	CD Professional Development	2.0 hours	All staff	\$500	Title IV-E funding as one source & distributed based on the Missouri Department of Social Services Cost Allocation Plan and results of RMTS. Claimed at 75% FFP.
On-going	CD000495 Reflection & Appreciative Inquiry	Participants will: Understand the value and purpose of Appreciative Inquiry interviews Learn a structure and develop EARS questioning skills in the context of	Family centered practice Placement of the child; Development of the	Agency training room or Contract Facility	Full-time	CD Professional Development	2.0 hours	All Staff	\$500	Title IV-E funding as one source & distributed based on the Missouri Department

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		Appreciative Inquiry interviews	case plan; Case reviews; Case management and supervision							of Social Services Cost Allocation Plan and results of RMTS. Claimed at 75% FFP.
On-going	CD000496 Group Appreciative Inquiry	Participants will: Practice Appreciative Inquiry Interviewing. Reflect on professional growth through the Power of Partnership course and the impact of self, colleagues, families, children.	Family centered practice Placement of the child; Development of the case plan; Case reviews; Case management and supervision	Agency training room or Contract Facility	Full-time	CD Professional Development Unit	2.0 hours	All Staff	\$2000	Title IV-E funding as one source & distributed based on the Missouri Department of Social Services Cost Allocation Plan and results of RMTS. Claimed at 50% FFP.
On-going	CD000526 Signs of Safety Casework Alignment	The onsite workshop is focused on an intensive group process of reviewing cases through a Sign of Safety lens to determine screening, investigation and assessment decisions. It's a very hands-on, dual purpose process. Participants will practice applying Signs of Safety Framework to cases and, in	Family centered practice; Case reviews; Case management and supervision	Agency training room or Contract Facility	Full-time	External Contract Provider	18.0 hours	Managers/ Supervisors	\$30,000	Title IV-E funding as one source support. Claimed at 75% FFP.

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		doing so, will identify systemic/organizational issues (opportunities and barriers). The group will work through those issues to create policies, processes and forms needed to advance the implementation.								
On-going	CD000533 Medical Forensic Skin and Sentinel Injuries	Under 210.180 RSMo, all Children’s Division employees that are responsible for the investigation or family assessment of reports of suspected child abuse or neglect must complete at least four hours annually of medical-forensic training related to child abuse or neglect that has been approved by the SAFE-CARE network. This training covers skin and sentinel injuries.		Webinar	Full-time	External Provider	1.0 hours	All Staff	\$0	Title IV-E funding as one source & distributed based on the Missouri Department of Social Services Cost Allocation Plan and results of RMTS. Claimed at 0% FFP.
On-going	CD000534 Medical Forensic Abusive Head Trauma	Under 210.180 RSMo, all Children’s Division employees that are responsible for the investigation or family assessment of reports of suspected child abuse or neglect must complete at least four hours annually of		Webinar	Full-time	External Provider	1.0 hours	All Staff	\$0	Title IV-E funding as one source & distributed based on the Missouri Department of Social Services Cost

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		medical-forensic training related to child abuse or neglect that has been approved by the SAFE-CARE network. This training covers abusive head trauma								Allocation Plan and results of RMTS. Claimed at 0% FFP.
On-going	CD000536 Medical Forensic Tips for Working with Medical Personnel	Under 210.180 RSMo, all Children’s Division employees that are responsible for the investigation or family assessment of reports of suspected child abuse or neglect must complete at least four hours annually of medical-forensic training related to child abuse or neglect that has been approved by the SAFE-CARE network.		Webinar	Full-time	External Provider	1.0 hours	All Staff	\$0	Title IV-E funding as one source & distributed based on the Missouri Department of Social Services Cost Allocation Plan and results of RMTS. Claimed at 0% FFP.
On-going	CD000543 Questions that Make a Difference I	Questions are everywhere. They shape how we see the world and how we help others see the world. Questions are our sharpest tools to facilitate change. This short course will explore different types of	Family centered practice Placement of the child; Development of the case plan; Case	Agency training room or Contract Facility	Full-time	External Provider	1 hour	Supervisor/Frontline	\$10,000	Title IV-E funding as one source & distributed based on the Missouri Department of Social

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		powerful questions we can use in our everyday conversations.	reviews; Case management and supervision							Services Cost Allocation Plan and RMTS. Claimed at 75% FFP
On-going	CD000544 Questions that Make a Difference II	This is the second class in a series of three. Questions are everywhere. They shape how we see the world and how we help others see the world. Questions are our sharpest tools to facilitate change. This short course will explore different types of powerful questions we can use in our everyday conversations.	Family centered practice Placement of the child; Development of the case plan; Case reviews; Case management and supervision	Agency training room or Contract Facility	Full-time	External Provider	1 hour	Supervisor/Frontline	\$10,000	Title IV-E funding as one source & distributed based on the Missouri Department of Social Services Cost Allocation Plan and results of RMTS. Claimed at 75% FFP.
On-going	CD000545 Questions that Make a Difference III	This is the second class in a series of three. Questions are everywhere. They shape how we see the world and how we help others see the world. Questions are our sharpest tools to facilitate change. This short course will explore different types of powerful questions we can	Family centered practice Placement of the child; Development of the case plan; Case reviews; Case management and	Agency training room or Contract Facility	Full-time	External Provider	1 hour	Supervisor/Frontline	\$10,000	Title IV-E funding as one source & distributed based on the Missouri Department of Social Services Cost Allocation Plan and

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		use in our everyday conversations.	supervision							results of RMTS. Claimed at 75% FFP.
On-going	CD000547 Psychotropic Medication Management	This training explains Children's Division's expectations for the safe and effective use of psychotropic medications by children in CD custody. The purpose is to educate staff and resource providers about psychotropic medications, help them make informed decisions, and monitor children in CD custody who are prescribed these medications. This course has been developed to increase the knowledge and understanding of staff on psychotropic medications. This is course is a required training for all staff.	Family centered practice Placement of the child; Development of the case plan; Case reviews; Case management and supervision	Webinar	Full time	CD Professional Development Unit	2.0 hours	All staff	\$500	Title IV-E funding as one source & distributed based on the Missouri Department of Social Services Cost Allocation Plan and results of RMTS. Claimed at 75% FFP.
On-going	CD000548 Child Neglect and Drug Engagement	In this one hour course offered by Missouri KidsFirst and the Safe Care		Webinar	Full time	External provider	1.0 hours	All Staff	\$0	Title IV-E funding as one source &

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		<p>Network will cover the topic of child neglect and drug-endangerment in three parts. Part one will broadly define child neglect, discuss some indicators and characteristics, describe familial characteristics that contribute to neglect, and discuss long-term impact. The second part will define medical neglect, discuss indicators and characteristics of medical neglect, describe familial characteristics that contribute to medical neglect, and identify visible signs of medical neglect. The third part will define drug-endangerment, describe the risks of drug exposure for children, describe the medical evaluation for a child suspected of drug exposure, and discuss the signs and symptoms of drug exposure.</p>								<p>distributed based on the Missouri Department of Social Services Cost Allocation Plan and results of RMTS. Claimed at 0% FFP.</p>
On-going	CD000321 CHILD WELFARE TRAUMA TRAINING	Intensive two-day (12 hours) workshop focusing on trauma awareness, sensitivity, responsiveness, and informed	Family centered practice Placement of	Agency training room or Contract	Full-time	CD	12 hours	All staff	\$5,000	Title IV-E funding as one source & distributed

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	TOOLKIT	<p>case planning. The Child Welfare Trauma Training Toolkit 2nd Edition is designed to teach basic knowledge, skills, and values about working with children who are in the child welfare system and who have experienced traumatic events. The toolkit teaches strategies for using trauma-informed child welfare practice to enhance the safety, permanency, and well-being of children and families who are involved in the child welfare system. The content of the toolkit was developed by the Child Welfare Committee of the National Child Traumatic Stress Network. The original version of the Toolkit was released in 2008. Training and implementation of the Toolkit has been provided to child welfare agencies and jurisdictions across the country. Revisions to the Toolkit began in 2011, and this second edition is the final result of those revisions. Changes to the Toolkit incorporate updated research and enhanced content on types of trauma, cultural</p>	the child; Development of the case plan; Case reviews; Case management and supervision	Facility						based on the Missouri Department of Social Services Cost Allocation Plan and results of RMTS. Claimed at 75% FFP.

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		implications, and long-term effects of childhood trauma, parent trauma, and secondary traumatic stress. The revised version also embodies the Essential Elements of a Child Welfare System.								
On-going	CD000505, CD000508, CD000509, CD000510, CD000511, CD000512, CD000513, CD000514, CD000515, CD000516 PRACTICE LEADER DEVELOPMENT PROGRAM	Half-day leadership development workshops are specifically designed for leaders who want to build on their skills from the Advanced Practice Workshop, and push their learning and leadership to the next level. Participants who are each dedicated to grow their own practice and then spread and grow the practice of those around them. These participants commit to meet in-person for a half day of intense, small-group learning over the course of two years. Everyone is expected to complete "homework" between sessions, and keep a 'learning journal' to record and share reflections throughout the program.	Family centered practice Placement of the child; Development of the case plan; Case reviews; Case management and supervision	Agency training room or Contract Facility	Full-time	Contracted Provider	3 hours	Manager/ Supervisors	\$50,000	Title IV-E funding as one source & distributed based on the Missouri Department of Social Services Cost Allocation Plan and results of RMTS. Claimed at 75% FFP.
Ongoi	Domestic Violence	This training covers	Referral to	online	Full	Contract	6 hours	Frontline	\$15,000	Title IV-E

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ng		domestic violence, statistical information, and resources for both victims and those providing services, through meeting the following objectives: 1) Defining domestic violence; 2) Understanding how domestic violence is related to your work; 3) Providing supportive connections to survivors of abuse; and 4) Referring survivors to meaningful and relevant resources.	services; Preparation for and participation in judicial determination s; Placement of the child; Development of the case plan; Case reviews; Case management and supervision		time	Provider		staff		funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 50% FFP.
Ongoing	CD000564 ACTIVE SHOOTER & BOMB THREAT	Objectives: 1. Learn preparedness options for an active shooter situation at work. 2. Identify and examine the preparedness options most suitable to you. 3. Gain knowledge on warning signs of an insider threats, and precautions to take. 4. Increase awareness of observing your surrounding and/or environment. 5. Learn a systematic response to receiving a bomb threat.		Online	Full time	CD	1 hour	All staff	\$500	Not an allowable Title IV-E Expense.

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		Participants will have the opportunity to “dig deeper” into the more challenging concepts and activities in the curriculum. Trainers will provide coaching to participants regarding their “teach backs” of the material. Following the TTT, participants will be observed delivering the training and will be certified or will be identified as needing additional coaching and practice before they complete the certification process by delivering the training for a 2nd observation.								
Ongoing	HR000300 DSS LEADERSHIP ORIENTATION	The transition to supervision is challenging. Becoming a supervisor often means experiencing changes in your relationships, roles, responsibilities, and routines. Effective supervision is a skill. It helps in the transition for the supervisor to understand some basic concepts and functions of	Job Performance and Enhancement Skill	Agency training room or Contract Facility	Full-time	HRC Professional Development Unit	40 hours	Managers/ Supervisors	\$20,000	Title IV-E funding as one source & distributed based on cost allocation plan and results of RMTS. Claimed at 50% FFP.

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		effective supervision (i.e., planning, organizing, leading/directing, and controlling).								
Ongoing	CD000386 SIGNS OF SAFETY ADVANCED SUPERVISOR TRAINING - PART 1	This is Part 1 of a 30 hour curriculum for front line supervisors with advanced discussion and skill building on practice attributes and supporting case level application of Signs of Safety. Learning objectives include introduction of supporting and advancing worker engagement, family mapping, scaling, safety planning and advanced use of supervision to support collaborative sustained best practice.	Family centered practice Placement of the child; Development of the case plan; Case reviews; Case management and supervision	Agency training room or Contract Facility	Full-time	Contracted Provider	18 hours	Manager/ Supervisors	\$50,000	Title IV-E funding as one source & distributed based on the Missouri Department of Social Services Cost Allocation Plan and results of RMTS. Claimed at 75% FFP.
Ongoing	CD000387 SIGNS OF SAFETY ADVANCED SUPERVISOR TRAINING - PART 2	This is Part 2 of a 30 hour curriculum for front line supervisors with advanced discussion and skill building on practice attributes and supporting case level application of Signs of Safety. Learning objectives include introduction of supporting and advancing worker	Family centered practice Placement of the child; Development of the case plan; Case reviews; Case management and	Agency training room or Contract Facility	Full-time	Contracted Provider	12 hours	Manager/ Supervisors	\$50,000	Title IV-E funding as one source & distributed based on the Missouri Department of Social Services Cost Allocation Plan and

	Course # & Title of Training	Course Description	Allowable Title IV-E admin. functions training activity addresses	Setting /venue for training activity	Duration category of training activity	Proposed provider of training activity	Specification /approximate # of days/hours of training activity	Audience to receive training	Estimated total cost/year	Cost allocation methodology
		engagement, family mapping, scaling, safety planning and advanced use of supervision to support collaborative sustained best practice.	supervision							results of RMTS. Claimed at 75% FFP.
Ongoing	CD000562 SUPERVISORS LEADING THROUGH SIGNS OF SAFETY PRACTICE	Children’s Division recognizes that the frontline supervisor is in a critical position of to the growth, development and support of their frontline staff. In this training we will focus on five different areas that supervisors where can use the principals of Signs of Safety: 1.Creating a Team 2.Creating a Culture of Learning 3.Creating a Culture of Inquiry 4.Creating a Culture of Honoring 5.Creating a Culture of Critical Thinking	Family centered practice Placement of the child; Development of the case plan; Case reviews; Case management and supervision	Agency training room or Contract Facility	Full-time	Contracted Provider	12 hours	Manager/ Supervisors	\$50,000	Title IV-E funding as one source & distributed based on the Missouri Department of Social Services Cost Allocation Plan and results of RMTS. Claimed at 75% FFP.