



**The State of Mississippi**  
Phil Bryant, Governor  
**Dr. David A. Chandler, Commissioner**  
[www.mdcps.ms.gov](http://www.mdcps.ms.gov)

**Attachment D:  
Professional Development Unit (PDU)  
Training Plan**

The Professional Development Unit (PDU) continues to provide all newly hired frontline staff and supervisory staff 270 hours of pre-service training. The structure of this training as well as the Clinical Supervisory Training has remained the same in the 2015-2016 year.

The on-going training program was successful in its first year and additional training classes were added during the 2015-2016 training year. Ninety-nine percent of DCPS staff successfully completed their ongoing training requirement for the year. The one percent who did not complete received documented counseling sessions with his/her supervisor.

DCPS continues to partner with the University of Mississippi for delivery of our ongoing training classes. The following classes were added to the list of available offerings in the 2015-2016 year:

- 1. A Scoop of Kindness Please! - Etiquette and Professionalism in the Workplace** – How important is professionalism and etiquette in the workplace? Do they even matter? This training will focus on workplace etiquette and important skills that will improve relationships with co-workers, clients and community partners.
- 2. Car Seat Safety 2015-2016** - This is an informative overview on different types of seat belts, retractors, and latch plates.
- 3. Childhood Trauma: What Do You Know About That?** – This training provides an in-depth look at childhood trauma and its impact on children in foster care.
- 4. Don't Take My Baby** - An Introduction to Understanding Protective Capacities in Parents and the Impact of Adverse Childhood Experiences –This training provides participants an opportunity to explore the meaning of Protective Capacities (Cognitive, Behavioral, and Emotional) as outline in current DHS/DFCS Policy. This training will demonstrate how Protective Capacities is a critical element to understand when assessing for child safety. This training will

offer the fundamentals of Protective Capacities as well as provide participants with an opportunity for practical application.

5. **Engaging Incarcerated Parents** - This training will focus on the importance of incarcerated parents in their children's lives, research related to incarcerated parents, and how this information can be applied throughout the child welfare continuum of services. This training also includes ways the caseworker can identify, locate and engage incarcerated parents in the casework process.
6. **Help! There are Teenagers on My Caseload - Working with Adolescents in Child Welfare** – This training will offer information and suggestions for working with adolescents in the child welfare system. With an emphasis on development, it will describe several adolescent specific issues including placement and resource home recruitment. Developing effective Independent Living plans will also be addressed. Workers who are struggling with youth and young adults in transition are encouraged to attend.
7. **Keeping It Safe 2015-2016** - This training is designed to enhance our perception regarding safety in the workplace. Emphasis is placed on defining and formulating a personal safety plan. The training also focuses on what staff are to do if an event occurs.
8. **Lasting Permanency: Preventing Maltreatment, Disruptions and Dissolutions** - Adopted children SHOULD be with their families “forever” however because of abuse, neglect and/or the child’s unmanageable behaviors, this is not always the case. This training will focus on Healthy vs. Unhealthy Attachments and how this relates to abuse, neglect and maltreatment of these children in their resource homes. Also, the emphasis will be placed on offering support and services to families prior to disruption or dissolution of a child from his/her family.
9. **Secret Slavery: A Child Welfare Response to Human Trafficking** - This training session is the first in a series that will educate child welfare professionals on the basics of human trafficking. As professionals we need to know the definition of human trafficking as well as the signs and symptoms of the existence of trafficking behaviors. Once we have a better understanding of the definition and signs, we will discuss what makes children in the foster care system more vulnerable. Lastly, we will begin to assess the special needs of the victims as they relate to treatment.
10. **Understanding Cultural Diversity in Child Welfare** - The Child Welfare Professional is to be guided by the NASW Code of Ethics in Casework practice. This training will enhance the values that provide the framework for the ethical principles and will utilize the eight step ethical decision-making framework to analyze possible ethical dilemmas in child welfare case work.

**11. Using Ethics to Guide Casework and Decision Making** - The participant will be able to list the six values that provide the framework for the ethical principles in the National Association of Social worker's Code of Ethics. He will also use the eight step ethical decision making framework to analyze an ethical dilemma in child welfare in a child welfare casework situation.