North Dakota Children and Family Services Conference

July 28 - 30
2015

Preconference July 27th

Sponsored by:
Children & Family Services Division of North Dakota Department of Human Services and UND Children & Family Services Training Center
With support from the North Dakota Supreme Court

Bismarck, ND
Ramkota Inn
2015 North Dakota Children & Family Services Conference
Registration Form

Please register on-line at www.cfstc.und.edu. If you are unable to register on-line you can:

Mail or fax to: ND Children and Family Services Conference
Children and Family Services Training Center
400 Oxford Street, STOP 7090
Grand Forks, ND 58202 OR: Fax: (701) 777-0789

Name: ___________________________________________________________________________________________
Last First MI
Organization/Agency: _____________________________________ Phone:_________________________
Address: ___________________________________________________________________________________________
Street/Box City State/Zip
Email: ____________________________________________________________ ________________________________

*Registration Fee: Registration Fee: $125. We encourage you to register on-line, but we are unable to accept
payment on-line or by credit/debit card. Payment should be submitted and made payable to CFSTC. Please
indicate how you will be paying for the conference.

_____ Check _____ Voucher _____ Stipend _____ Cash

Please indicate all events you plan to attend during the conference:

Monday, July 27, 2015
Pre-Conference Workshops
9:00 am – 4:00 pm CFRS Instrument Training for Reviewers_____ 9:00 am – 12:00 pm Nurtured Heart Approach: Transforming the Difficult Child______
1:00 pm – 3:00 pm Bright Beginnings____
1:00 pm – 5:00 pm The Cost of Caring: Secondary Traumatic Stress____

Tuesday, July 28, 2015
1:30 – 3:00 pm Workshop A (Please Circle choice): 1 2 3 4 5 6
3:30 – 5:00 pm Workshop B (Please Circle choice): 1 2 3 4 5 6
5:00 – 7:00 pm Reception in Courtyard _____

Wednesday, July 29, 2015
8:30 – 10:00 am Workshop C (Please Circle choice): 1 2 3 4 5 6 7
10:30 – 12:00 am Workshop D (Please Circle choice): 1 2 3 4 5 6 7

Thursday, July 30, 2015
7:30 – 8:30 am Thursday Breakfast _____

• The conference brochure and registration are available on-line at www.cfstc.und.edu.
• Lodging is available at the Ramkota Inn (701-258-7700). Please call to reserve your room before July 1, 2015 to ensure the
special rate. Please inform the Ramkota that you are attending the Children and Family Services Conference.
• Continuing education credits will be available for social workers. Approval for continuing education credits for licensed
professional counselors, attorneys, judges and law enforcement officials are pending at this time. Questions about continuing
education credits can be directed to the Children and Family Services Training Center at (701) 777-3442.
• A display area will be available in the Courtyard of the Ramkota Inn. The cost of a display table will be $50. If you are
interested in providing a display, please contact the Children and Family Services Training Center at (701) 777-3442 or
reserve your table on-line at www.cfstc.und.edu.
Monday, July 27, 2015

8 am – 7 pm  Registration

Pre-Conference Workshops

9 am – 4 pm  **CFSR Instrument Training for Reviewers** – Diana Weber and Leanne Johnson
This workshop will provide an in-depth understanding of the federal instrument used to assess child welfare case practice with respect to safety, permanence and well-being. This training is recommended for county child welfare, DJS, and tribal child welfare supervisors and case workers. It will strengthen your understanding of the CFSR instrument, North Dakota’s best practice standards, and the review process. If you have not been a reviewer, this will provide you the training necessary to participate as a team reviewer in future CFSR reviews.

9 am – 12 pm  **Nurtured Heart Approach: Transforming the Difficult Child** – Molly Soeby
The Nurtured Heart Approach is designed for all types of families, and works especially well with challenging children. It is designed to teach parents and caregivers three crucial stands which make up the approach. Stand One – Absolute NO: Participants learn to not give negative messages to children and how to reverse the effects of negative messages that, over time, children have come to believe are true about who they are. Stand Two – Absolute YES: Participants learn how to promote behaviors in children that they wish to continue by learning how to give children first hand experiences that allow them to see themselves as being successful. Stand Three – Absolute Clarity: Participants learn how to clearly state rules without confusion and to enforce consequences.

1 pm – 3 pm  **Basic Beginnings** – Holly Arnold & Audrey Williamson
Do you work with teen parents, young parents, parents with intellectual disabilities or parents that haven’t parented in some time? Do you want parenting information that will help all parents in their interactions with their young child? Do you yearn for easy to use, hands on activities and materials and research based information that can be shared in a group or used with an individual? In this session, you will be introduced to the Basic Beginnings curriculum that was created by the NDSU Extension Service. The program was created from a desire for straight forward, basic information as it relates to parenting in the first critical years of the child’s development. You will engage in activities as you preview the lessons. You will learn how to adapt and personalize the lessons for various groups and individuals with whom you work. You will share ideas and have fun as you review this curriculum that presents information on feeding, attachment, safety, soothing, sleep and so much more.

1 pm – 5 pm  **The Cost of Caring: Secondary Traumatic Stress** – David Conrad
In this interactive workshop the presenter will define secondary trauma including how it is similar to and different from burnout, vicarious trauma and PTSD. Using an interactive exercise, the trainer will work with participants to identify potential risk factors. As part of the training, the trainer will ask participants to reflect on the important role that awareness, balance and connection play in restoring and renewing professionals working with traumatized clients. Participants will be asked to complete a self-care survey exploring their success in utilizing physical, emotional, spiritual and workplace strategies to protect themselves from the secondary trauma they are exposed to at work. The presenter will also identify personal, organizational and professional strategies participants can use to protect themselves.

Conference Agenda

Tuesday, July 28, 2015

7:30 am  Registration

9:30  **Welcome**: Maggie Anderson, Executive Director of the ND Department of Human Services
     Shari Doe, Director of the Children and Family Services Division

10:00  **Plenary Workshop: Enhancing Child Protection through Family Engagement** – Courtney Smith
This plenary workshop will take a closer look at the evidence that supports family engagement in child protection. Ms. Smith will review how engagement can be measured, research results of the impact of family engagement on caregiver’s efforts to protect their children, and models that support family engagement in social service positions. A variety of models and strategies of engagement will be reviewed.
12:00 pm  Lunch on Your Own

1:30 – 3:00 pm   A Workshops

A-1  Family Engagement: Magic or Measurable?, Part I – Courtney Smith (3 hour)
When family engagement happens, it sometimes feels like magic. Some workers just have the “touch” of engaging families. How do they do it? In this workshop presentation, participants will explore the importance of therapeutic alliance and relationship building as well as learn specific tools for engaging even the most difficult families. Other topics include using resistance to enhance engagement, use of silence, and shifting the stance of responsibility. Participants will have opportunities to practice engagement tools. Continued in B-1.

A-2  SBIRT: Screening, Brief Intervention, and Referral to Treatment, Part I – Angela Muhs, Thomasine Heitkamp, Maridee Shogren, Jackie Roberts and Christine Harsell (3 hour)
Substance abuse is a critical problem in the state of North Dakota. The state has one of the highest rates of alcohol and binge alcohol use in the country. There are very few alcohol treatment centers regionally and much of the state is designated as a primary care and/or mental health professional shortage area. The overall purpose of The Inter-professional Training and Dissemination of SBIRT in North Dakota Project is to increase access, availability, prevention and treatment of substance abuse in North Dakota. During the session, participants will be introduced to SBIRT, an evidence based intervention that assists practitioners in identifying, reducing and preventing problematic use, abuse and dependence of alcohol and illicit drugs. Participants will also have the opportunity to review and practice SBIRT techniques with feedback from facilitators. Continued in B-2.

A-3  Caseworker-Youth Visits: Finessing Engagement with Kids, Part I – Jeanne Ferguson (3 hour)
Child engagement for the purpose of safety and risk analysis is one of the most basic and yet most difficult tasks that the Child Welfare Social Worker has to master. We can increase the likelihood that children will be willing to speak to us if we engage them in a trusting relationship that opens the door to their ability to tell their true ‘story’ and still retain their place in their beloved family and culture. In this workshop, we will:
- Explore challenges to child engagement, especially when children are in placement (kin or not)
- Cultural engagement: why and how it’s so critical
- Link child engagement enhancements to better child and family and CFSR outcomes
- Identify how transparency with parents, alternate caregivers and children supports trust-building and engagement
- Learn specific techniques for engaging children in conversations that have been proven to be reliable with various age groups
- Practice the use of engagement tools that will enhance our ability to engage children of various ages, gain their confidence in us, and understand how our Child Welfare system can help their family keep them safe and secure.

Participants will come away with additional tools and techniques they can use immediately with children and families to assess risk and safety, support each child’s cultural identity, create partnerships, provide specific documentation of efforts to identify family needs and link families to targeted resources necessary for reunification or permanence. Continued in B-3.

A-4  Finding Equilibrium: The Balance between Privacy and Protection in Child Abuse Investigations - Amy Russell (90 minutes)
When is a forensic interview unconstitutional? This session will address the various constitutional issues implicated when child abuse allegations arise. Discussion will focus on issues of search and seizure, confrontation clause and related due process rights of parents and children involved in child abuse cases. Repeated in C-4.

A-5  Understanding Adolescent Development - LeeAnn Kahl & Joni Klein (90 minutes)
Participants in this workshop will gain insight into the adolescent brain and how different stages of development affect emotions, thinking, and cognitive functioning, all of which play a vital role in an adolescent’s behavior and decision making processes. Repeated in C-5.
The Use of Social Media in Child Welfare Practice – Melanie Sage and Todd Sage (2 hour)

Have you ever wondered whether you should search for a client on Facebook, “friend” a supervisee, or even admit you’re a social worker on a social media site? Or whether social media is good or bad for you and/or your clients? Have you assumed this doesn’t apply to you because you aren’t on social media? This session is about:

• Who is using social media, and what child welfare workers say about their work-related social media use
• What you need to know about social media whether you use it or not
• Why social workers and social service agencies should use social media
• Best practices for work-related use, documentation, and communication on social media
• Why social media can be great for foster youth
• How to protect yourself from ethical mistakes and manage boundary crossings with social media
• How to help your agency craft a healthy social media policy

(1:00-3:00) This workshop meets the requirement for Social Work Ethics. Repeated in B-6.

3:00 Afternoon Break

3:30 – 5:00 pm B Workshops

B-1 Family Engagement: Magic or Measurable?, Part II– Courtney Smith
Continuation of A-1.

B-2 SBIRT: Screening, Brief Intervention, and Referral to Treatment, Part II – Angela Muhs, Thomasine Heitkamp, Maridee Shogren, Jackie Roberts and Christine Harsell
Continuation of A-2.

B-3 Caseworker-Youth Visits: Finessing Engagement with Kids, Part II – Jeanne Ferguson
Continuation of A-3.

B-4 Sticks and Stones: Assessing Psychological Maltreatment- Amy Russell (90 minutes)
Identifying psychological maltreatment is challenging. The child may show no bruises or welts, and may be appropriately fed and clothed. Adding to the challenge is that the child may not be able to disclose the maltreatment, thinking psychological maltreatment is part of normal parenting. Psychological maltreatment is the least reported, identified and prosecuted form of abuse. However, many consider the damage caused by psychological maltreatment to exceed that of other forms of abuse and neglect. This presentation will address the signs and symptoms of child maltreatment and will discuss investigative and prosecutorial methods for dealing with these cases. Repeated in D-4.

B-5 Mental Health and Substance Abuse (Use Disorders) - LeeAnn Kahl & Joni Klein (90 minutes)
Participants will learn more about specific behavioral health disorders, how these disorders are identified and diagnosed, and common symptoms of each. Participants will also learn about some of the specific factors that may increase a youth’s risk for suicide or self-injurious behaviors; including the prevalence and signs of substance abuse disorders. Finally, attendees will learn about the definitions of trauma, how prevalent trauma histories are among youth involved with the juvenile justice system, and the impact of childhood trauma on later physical and emotional health. A brief explanation of trauma screenings, assessments and treatment interventions utilized at the North Dakota Youth Correctional Center will be offered. Repeated in D-5.

B-6 Social Media and Child Welfare Practice – Melanie Sage and Todd Sage (2 hour)
Repeat of A-6. (3:30-5:30) This workshop meets the requirement for Social Work Ethics.

5 pm Hospitality Reception in Courtyard
**Wednesday, July 29, 2015**

**8:30 – 10:00 am   C Workshops**

**C-1  Loneliness Hurts the Heart: Transforming Parent Engagement and the Use of Natural Supports and Services to Protect Children, Part 1 – Kevin Campbell (3 hour)**

Little known, outside of child protection agencies, is that most referrals for investigation of abuse and neglect do not result in removal of children. Child protection practitioners are skilled at engagement of adults and children in crisis. Inherent in this is the discernment of strengths and supports being used by parents who have had a referral for neglect or abuse. This presentation will add perspective about the opportunity to rapidly identify and engage parents in a discussion of their use of a network of relationships in their lives to provide support and offer added protective factors for children. Specific engagement examples and strategies will be shared with participants. **Continued in D-1.**

**C-2  Human Trafficking: What is it and How are We Fighting Back in North Dakota – Christina Sambor (90 minutes)**

Christina will lead a breakout session and walk through a primer on human trafficking, what human trafficking looks like in North Dakota, and will highlight the coordinated efforts to combat trafficking in our state. She will also highlight relevant federal, state and tribal laws on human trafficking. **Repeated in D-2.**

**C-3  Caseworker-Youth Visits, Part I – Jeanne Ferguson (3 hour)**

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Participants will come away with additional tools and techniques they can use immediately with children and families to assess risk and safety, support each child’s cultural identity, create partnerships, provide specific documentation of efforts to identify family needs and link families to targeted resources necessary for reunification or permanence. **Continued in D-3.**

**C-4  Finding Equilibrium: The Balance between Privacy and Protection in Child Abuse Investigations - Amy Russell (90 minutes)**

When is a forensic interview unconstitutional? This session will address the various constitutional issues implicated when child abuse allegations arise. Discussion will focus on issues of search and seizure, confrontation clause and related due process rights of parents and children involved in child abuse cases. **This is a repeat of A-4.**

**C-5  Understanding Adolescent Development – LeeAnn Kahl & Joni Klein (90 minutes)**

Participants in this workshop will gain insight into the adolescent brain and how different stages of development affect emotions, thinking, and cognitive functioning, all of which play a vital role in an adolescent’s behavior and decision making processes. **This is a repeat of A-5.**

**C-6  Embracing your “Emotional Hardiness”: A Necessary Survival Skill for Caring Professionals – David Conrad (90 minutes)**

In this training session, Mr. Conrad will introduce participants to the concept of “emotional hardiness” and will identify five examples of work related stress that can test a professional’s hardiness. He will also provide participants with some historical background on emotional hardiness, identify three key beliefs that enable staff to turn adversity into advantage, and provide tips for the successful implementation of emotional hardiness.

**C-7  Active Efforts and Notification in ICWA – Addie Smith**

This session will cover the provision in the Indian Child Welfare Act that requires states to provide families with Indian children Active Efforts both to prevent removal of a child as well as after removal to promote reunification. Topics will include when active efforts should begin, what active efforts should include, the difference between active efforts and reasonable efforts, and how to work with tribes as partners to provide active efforts. Scenarios, quizzes, and group discussion will be used to engage participants and reinforce the information covered. **Repeated in D-7.**
### 10:00 am   Morning Break

### 10:30 – 12:00 pm   D Workshops

#### D-1 Loneliness Hurts the Heart: Transforming Parent Engagement and the Use of Natural Supports and Services to Protect Children, Part 2 - Kevin Campbell  
Continued from C-1.

#### D-2 Human Trafficking: What is it and How are We Fighting Back in North Dakota – Christina Sambor (90 minutes)  
Repeat of C-2.

#### D-3 Caseworker-Youth Visits, Part II– Jeanne Ferguson  
Continued from C-3.

#### D-4 Sticks and Stones: Assessing Psychological Maltreatment- Amy Russell (90 minutes)  
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#### D-5 Mental Health and Substance Abuse (Use Disorders) - LeeAnn Kahl & Joni Klein (90 minutes)  
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#### D-6 Practicing Gratitude and Positive Thinking - David Conrad (90 minutes)  
The purpose of this training is to expand participants understanding of gratitude including how they can benefit from that which they feel grateful for. It is the facilitator’s hope that after this training attendees will consider implementing strategies to regularly identify that which they are grateful for. Participants will also be instructed on how cultivating a sense of gratitude can increase their life satisfaction and overall well-being.

#### D-7 Active Efforts and Notification in ICWA – Addie Smith  
Repeat of C-7.

### Lunch on your own

### 1:30 – 3:00 pm   Afternoon Plenary Session: Reading Between the Guidelines: A Review of the Revised ICWA Guidance Issued by the Department of the Interior - Addie Smith  
On February 24, 2015, the Department of the Interior (DOI) issued revised ICWA guidelines effective immediately. The last time DOI provided guidance on the implementation of ICWA was the year after the Act’s passage: 1979. The updated guidelines provide clarity on a number of issues that state courts and agencies have grappled with over the past 37 years. This workshop will walk participants through the guidelines, discuss major changes, and highlight best practices. It will also provide an overview of the recently proposed regulations and their potential effects on practice. The workshop will conclude with a facilitated discussion about how participants can foster conversations with state and tribal partners as well as with other legal and social service practitioners about the revisions contained in the guidelines and the importance of ICWA.

### 3:00 – 3:30 pm   Afternoon Break
The use of referrals, purchase of services and escalation of intensity of services can have unwanted and sometimes unseen consequences for case workers, parents and youth. This session will offer insight into service traditions, where they come from, how they impact social work practice and most importantly the opportunity for children, youth and families to stay safe in their own homes and communities.

Thursday, July 30, 2015

7:30 – 8:30 am  Breakfast Buffet Provided

8:30   What’s Happening in Child and Family Services in North Dakota?
Legislative Panel:  Shari Doe (Moderator)

10:00 Just 1 Person – Travis Lloyd
Travis Lloyd inspires youth and adults with a powerful story of Overcoming Adversities, Achieving Success - Against All Odds. As a child he was labeled and diagnosed while on probation at age 11. An unstable home environment led to further legal and emotional problems which became the real life stories he now uses to create change through speaking and his latest book. Having experienced foster homes, group homes, and a stay in an adolescent mental health unit allows Travis to offer hope, not only to audiences across the country, but to his own community where he previously served as a Mental Health Mobile Crisis Worker and still instructs as an Adjunct Professor in pediatric health care. In his presentations, he shares how he overcame negative generational cycles through having “just 1 person” make a difference in his life, which encouraged the hard work of personal development and education. Travis shares the lessons he has learned which allow him to live happier and healthier, despite chains of the past that never go away. Travis believes in offering compassion and understanding and that there is always a reason behind behavior. He is a board member of Foster Care Alumni Of America, VP of the Our Fields Of Hope Foundation, Google Certified contributor of Social Work Helper Magazine, co-author of Fostering Hope For America and author of Overcoming Emotional Trauma: Life Beyond Survival Mode.

12:00 pm  Conference Ends