North Dakota Children & Family Services Conference

JULY 25-27, 2017

PRECONFERENCE
JULY 24TH

Bismarck, ND
Ramkota Inn

Sponsored by:
Children & Family Services Division of North Dakota Department of Human Services and
UND Children & Family Services Training Center
2017 North Dakota Children and 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 Service 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: $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 24, 2017
Pre-Conference Workshops
9:00 am – 4:00 pm Supervising Across Generations
1:00 pm – 5:00 pm Secondary Trauma: The Cost of Caring
7:00 pm – 9:00 pm Ethics in Social Work: It’s all Grey

Tuesday, July 25, 2017
1:30 – 3:00 pm Workshop A (Please Circle choice):  1 2 3 4 5 6 7
3:30 – 5:00 pm Workshop B (Please Circle choice):  1 2 3 4 5 6 7
5:00 – 7:00 pm Reception in Courtyard

Wednesday, July 26, 2017
1:30 – 3:00 pm Workshop C (Please Circle choice):  1 2 3 4 5 6
3:30 – 5:00 pm Workshop D (Please Circle choice):  1 2 3 4 5 6

Thursday, July 27, 2017
8:30 – 10:00 am Children and Family Services State Update  ____
10:30 – 12:00 pm Plenary: The Power of One Adult ______

- 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, 2017 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 24, 2017

8 am – 7 pm Registration

Pre-Conference Workshops

9 am – 4 pm  **Supervising Across Generations** – Marsha Salus
Demographic trends in the United States have brought us to a unique place and time. Americans are extending their careers and, as a result, we are seeing an unprecedented phenomenon: no fewer than four generations coming together in the workplace. From Baby Boomers to Millennials, organizations must find ways to get optimal performance from everyone in their workforce.

Generational conflict is one of the last bastions of acceptable discrimination in today's workplace. Each generation has different beliefs, expectations, values, and desires. These result in a strong tendency for them to adopt different work habits. This leads to frequent misunderstandings among the different generations. Leaders must be ready to take on the challenge of integrating newer workers while still respecting the seniority and experience of the older ones.

Proper communication is critical — the better each generation understands the other, the better they’ll all work together. The creation of a culture and coordinating programs that foster communication and collaboration between all of the generations present in the workforce will help to alleviate the difficulties managers may encounter. In order to truly create a cohesive workplace, managers must encourage employees to view generational difference as a valuable strength rather than a weakness.

This workshop helps managers make a multigenerational workforce more productive, efficient and harmonious.

1 pm – 5 pm  **Secondary Trauma: The Cost of Caring** – 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.

7 pm – 9 pm  **Ethics in Social Work: It’s All Grey** - Stephanie Homstad & Barb Kitko
Review of the NASW Code of Ethics, ND Board of Social Work Examiners Code of Ethics, and the ND Century Code. Exploring ethical dilemmas that arise in Social Work practice and our obligation to the profession as it pertains to both with clients and colleagues.

Conference Agenda

Tuesday, July 25, 2017

7:30 am    Registration

9:30    Welcome:  ND Department of Human Services and Children and Family Services Division
Plenary Workshop: Building Hope, Strengthening Families – Toni Rozanski

Across the country, parents, programs, organizations and government agencies have embraced a new approach to helping families thrive and promoting children’s best development. Using the Strengthening Families approach, programs and practitioners have altered their work with children to provide everyday opportunities for families and to build protective factors needed to nurture young children effectively. It’s about helping all families be the best they can be, even under stress and about helping children thrive. Information gleaned from data also can help formal systems, providers, and community organizers bring neighborhoods together. Problems that seem intractable or complex suddenly become easier to understand, and residents and stakeholders are encouraged to join in common cause to find solutions. We believe that, to create a better tomorrow, our nation must move beyond a “child rescue” mentality and see that the safety of our children is directly related to the strength of their families and the conditions of the communities in which they live. Everyone has a role to play in hope. What will yours be?

Lunch on Your Own

A Workshops

A-1 Weaving the Past Into the Present: American Indian Family Preservation, Part I – Bree Bussey (3 hour)

This session will be presented in two sections. The first session (1:30-3:00) will provide an overview of the impact of various federal policies and the resulting historic trauma experienced by American Indian families. The second session (3:30-5:00) will focus on the journey toward cultural competence, working effectively with American Indian families, and how to become an ally in social work practice with families. Continued in B-1.

A-2 Empowering Practice with LBTGQ Youth, Part I – Adam McCormick (3 hour)

The current presentation seeks to better equip practitioners to provide empowering services and interventions to LGBTQ youth and their families. This lecture will utilize an interactive and experiential approach to explore a number of factors associated with the well-being and safety of LGBTQ youth. Specific attention will be given to strategies and skills that can be beneficial in helping to prepare youth for coming out to parents, siblings, foster parents, and friends.

The relationship between foster family acceptance and health and mental health has been well documented in recent years. The current presentation will also explore the role of foster family acceptance and its importance to the health, well-being and mental health of LGBTQ youth. The presenter will share some of the latest research examining the relationship between family rejection and suicide, depression, risky sex, and risky substance abuse. Participants will be provided with examples of what acceptance and rejection look like and how child welfare professionals can foster and facilitate acceptance.

Attention will also be given to exploring the maltreatment experiences of LGBTQ youth in care. LGBTQ youth experience maltreatment at rates much higher than their straight counterparts. The maltreatment experiences of LGBTQ youth often look much different than those of straight youth. The presenter will process and explore some of the recent research examining the maltreatment experiences of LGBTQ youth and strategies and skills for assessing things like abuse, neglect, rejection, and other forms of trauma. Attention will be given to recent research on the preparedness of child welfare workers and foster parents to provide accepting and affirming care to LGBTQ youth. Continued in B-2.
A-3  
**From Compliance to Collaboration: Who is doing the work? Part I** – Deb DeWitz (3 hour)

The historical model of child welfare focused on “saving children” from “bad situations.” The current model focuses on removing risk instead of removing children. But how do we engage parents at a time when they are in crisis or chaos? How do we engage clients who are often frightened of, and angry about, our very presence in their lives? In this workshop, we will look at a collaborative model that emphasizes strengths and solutions that engages parents as partners. It also helps families create safety for children, hopefully in their own environment, with the help of others. We will look at how we can look for the family’s strengths, the family’s solutions, and the family’s resources through building joint solutions. **Continued in B-3.**

A-4  
**Enhancing Resiliency: Recognizing, Identifying & Utilizing Positive Role Models** – David Conrad (1 ½ hour)

In this interactive training, the facilitator will provide several different definitions of role models and offer suggestions and ideas on what you should look for when choosing a positive role model. He will also identify the common characteristics of a positive role model and outline the possible benefits of having a positive role model.

A-5  
**Addressing the Opiate Crisis in North Dakota** – Melissa Henke (1 ½ hour)

Learn about the trends that treatment providers are seeing in North Dakota related to the opiate epidemic as well as what treatment options are available. New legislative changes that influence the opiate crisis in North Dakota will also be discussed. **Repeat in B-5.**

A-6  
**Fostering Employee Motivation, Part I** – Marsha Salus (3 hour)

Most employees need motivation to feel good about their jobs and perform optimally. Some employees are money motivated while others find recognition and rewards personally motivating. Motivation levels within the workplace have a direct impact on employee productivity. Workers who are motivated and excited about their jobs carry out their responsibilities to the best of their ability and production numbers increase as a result. Keeping employees motivated is also an important factor in retaining your best employees.

Employee motivation is a continuing challenge at work, particularly in work environments that don’t emphasize employee satisfaction. The supervisor’s challenge is to figure out how to tap into that motivation to accomplish work goals. Fortunately, the supervisor can influence key environmental factors necessary to motivate employees.

One of the most significant factors is the supervisors’ relationship with each employee. A second important factor in motivating employees is creating a work environment that fosters employee motivation and engagement. The third important factor is tailoring motivational techniques to each individual staff member. The first half of this workshop focuses on creating a positive work climate and developing a relationship with staff that is characterized by trust, openness and respect. The second half of this workshop focuses on intrinsic and extrinsic rewards and tailoring techniques to individual workers. **Continued in B-6.**

A-7  
**North Dakota’s Children by the Numbers, Part I** – April Allen (3 hour)

Child welfare professionals and everyday citizens have access to an unprecedented amount of information about vulnerable children and families. However, there is a large gap between having data and being able to learn from it. This highly interactive workshop will provide participants with practical tools and strategies to 1) interpret data visualizations and charts, 2) think critically and ask good questions about data, and 3) tell a story using multiple data points and sources. Examples and activities will draw on community trends and child welfare data from North Dakota. Participants will leave the workshop with improved critical thinking skills and deeper knowledge of how to use data to improve outcomes for children and families across the state. **Continued in B-7.**
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>3:00</td>
<td>Afternoon Break</td>
</tr>
<tr>
<td>3:30 – 5:00 pm</td>
<td>B Workshops</td>
</tr>
<tr>
<td>B-1</td>
<td>Weaving the Past Into the Present: American Indian Family Preservation, Part II – Bree Bussey</td>
</tr>
<tr>
<td>B-2</td>
<td>Empowering Practice with LBTGQ Youth, Part II – Adam McCormick</td>
</tr>
<tr>
<td>B-3</td>
<td>From Compliance to Collaboration: Who is doing the work? Part II – Deb DeWitz</td>
</tr>
<tr>
<td>B-4</td>
<td>Practicing Mindfulness to Enhance your Resiliency - David Conrad (1 ½ hour)</td>
</tr>
<tr>
<td>B-5</td>
<td>Addressing the Opiate Crisis in North Dakota- Melissa Henke (1 ½ hour)</td>
</tr>
<tr>
<td>B-6</td>
<td>Fostering Employee Motivation, Part II– Marsha Salus</td>
</tr>
<tr>
<td>B-7</td>
<td>North Dakota’s Children by the Numbers, Part II – April Allen</td>
</tr>
<tr>
<td>5 pm - 7 pm</td>
<td>Hospitality Reception in Courtyard</td>
</tr>
<tr>
<td>Wednesday, July 27, 2017</td>
<td></td>
</tr>
<tr>
<td>7:45 am</td>
<td>Continental Breakfast</td>
</tr>
<tr>
<td>8:30 – 10:00 am</td>
<td>Plenary Workshop: Understanding ACEs: Building Self-Healing Communities - Dr. Robert Anda</td>
</tr>
<tr>
<td></td>
<td>Self-Healing Communities use this science — and the understanding and compassion that flows from it - as a platform to engage the creativity, minds and hearts of all people in community — that can lead healing at the individual level and to a culture of change. This change brings people who have been affected by ACEs and the systems that serve them together to bring hope, new meaning, and understanding that is necessary for moving beyond old ways of thinking about trauma, ACEs, and their related outcomes. These changes unlock the latent potential and creativity in communities that lead to new ways to interrupt the intergenerational cycle of ACEs and reduce exposure to ACEs for the generations to come.</td>
</tr>
</tbody>
</table>
10:00-10:30 Break

10:30-12:00 Using ACE Science to Shift Policy and Practice - Laura Porter
The most powerful drivers of people’s health, safety and productivity are complex and interrelated. They are personally transmitted and place-based. We need solutions that address the complexity of problems and foster measurable change in different community contexts at modest costs. How do we create those solutions? The Adverse Childhood Experience Study provides a common language and a new way of thinking that invites a powerful story to emerge in the lives of uncommon leaders who want a better life for their children. Based on over seventeen years of experience as a funder and partner with Self-Healing Communities, Laura Porter will share stories that illustrate what matters most for policy change and community success.

12:00 pm Lunch on Your Own

1:30 – 3:00 pm C Workshops

C-1 Leadership in Self-Healing & Trauma Informed Community, Part I – Dr. Robert Anda and Laura Porter (3 hour)
Leadership is a process of social invitation that inspires hope-filled action. It is cultivated every day when we intentionally leave a line open for people to take actions intended to create a better future. Leadership requires love for humanity, passion for learning, and impatience with the habit of settling for what is. It also requires perspectives and skills that can be cultivated through practice. In this workshop, participants will explore the roles and practices of meta-leaders in community change initiatives. We’ll review the ways that experience during development can affect cognition, relationships, health, behavior, and patterns of crisis and coping, and discuss implications for working in places with high ACE prevalence. We’ll use systems and network theory to explain how communities mobilize common resources in highly effective ways. Stories and case studies will illustrate how leaders use data to invite courageous conversations, and how they cultivate healthy ritual, celebration, and shared identity in order to build Self-Healing Communities. Continued in D-1.

C-2 Weaving the Past Into the Present: American Indian Family Preservation, Part I – Bree Bussey (3 hour)
Repeat of A-1. This session will be presented in two sections. The first session (1:30-3:00) will provide an overview of the impact of various federal policies and the resulting historic trauma experienced by American Indian families. The second session (3:30-5:00) will focus on the journey toward cultural competence, working effectively with American Indian families, and how to become an ally in social work practice with families. Continued in D-2.

C-3 Empowering Practice with LBTGQ Youth, Part I – Adam McCormick (3 hour)
Repeat of A-2. The current presentation seeks to better equip practitioners to provide empowering services and interventions to LGBTQ youth and their families. This lecture will utilize an interactive and experiential approach to explore a number of factors associated with the well-being and safety of LGBTQ youth. Specific attention will be given to strategies and skills that can be beneficial in helping to prepare youth for coming out to parents, siblings, foster parents, and friends.

The relationship between foster family acceptance and health and mental health has been well documented in recent years. The current presentation will also explore the role of foster family acceptance and its importance to the health, well-being and mental health of LGBTQ youth. The presenter will share some of the latest research examining the relationship between family rejection and suicide, depression, risky sex, and risky substance abuse. Participants will be provided with examples of what acceptance and rejection look like and how child welfare professionals can foster and facilitate acceptance.
Attention will also be given to exploring the maltreatment experiences of LGBTQ youth in care. LGBTQ youth experience maltreatment at rates much higher than their straight counterparts. The maltreatment experiences of LGBTQ youth often look much different than those of straight youth. The presenter will process and explore some of the recent research examining the maltreatment experiences of LGBTQ youth and strategies and skills for assessing things like abuse, neglect, rejection, and other forms of trauma. Attention will be given to recent research on the preparedness of child welfare workers and foster parents to provide accepting and affirming care to LGBTQ youth. Continued in D-3.

C-4 From Compliance to Collaboration: Who is doing the work? Part I – Deb DeWitz (3 hour) Repeat of A-3.
The historical model of child welfare focused on “saving children” from “bad situations.” The current model focuses on removing risk instead of removing children. But how do we engage parents at a time when they are in crisis or chaos? How do we engage clients who are often frightened of, and angry about, our very presence in their lives? In this workshop, we will look at a collaborative model that emphasizes strengths and solutions that engages parents as partners. It also helps families create safety for children, hopefully in their own environment, with the help of others. We will look at how we can look for the family’s strengths, the family’s solutions, and the family’s resources through building joint solutions. Continued in D-4.

C-5 Being Active in Your ICWA Efforts: 2016 Regulations - Melanie Sage & Harmony Bercier (3 hour)
The Indian Child Welfare Act requires Active Efforts to prevent the break-up of the Indian Family at time of removal and ongoing through the life of a child welfare case. The updated 2016 ICWA Regulations require child welfare workers to demonstrate which specific active efforts they have carried out to prevent removal and work toward expedient reunification. In this workshop, participants will learn the legal requirements for Active Efforts and when they apply, learn strategies for engaging with families to develop case-specific active efforts, learn about resources that meet Active Efforts expectations, and learn the language to provide court documentation of fulfilling the Active Efforts requirements. Tools will be shared and applied to case studies in order to understand the application of Active Efforts in ICWA cases. Continued in D-5.

C-6 SubstanceExposed Newborns: CPS Alternative Response and How to Work with their Caregivers – Marlys Baker & Pam Sagness (1 ½ hour)
Come to learn about how CPS will be responding to reports of substance exposed newborns in a different way for improved outcomes for babies and their caregivers. Learn how infant safety, plans of safe care, substance use disorder treatment options, planning for relapse and medication assisted treatment can work together for more promising futures.

3:00 Afternoon Break

3:30 – 5:00 pm D Workshops

D-1 Leadership in Self-Healing Communities, Part II – Dr. Robert Anda and Laura Porter Continuation of C-1.

D-2 Weaving the Past Into the Present: American Indian Family Preservation, Part II – Bree Bussey, Continuation of C-2.

D-3 Empowering Practice with LBTGQ Youth, Part II – Adam McCormick, Continuation of C-3.

D-4 From Compliance to Collaboration: Who is Doing the Work? Part II – Deb DeWitz, Continuation of C-4.

D-6  **CFSR – What’s in it for me?** – Leanne Miller & Diana Weber (1 ½ hour)
The North Dakota Child & Family Services Reviews (CFSR) have been around since 2003 but what do CFSR’s really mean to my day to day work with children and families? This session will explore the past, present and future of ND’s CFSR process, including an update on the new partnership between CFS and UND/CFSTC to manage the CFSR process for the state. Presenters will highlight innovative aspects of the re-envisioned ND CFSR process and how it can have a meaningful impact to those closest to the work with children and families. The CFSR isn’t just for the state office anymore, so come hear ways to partner in this process and help make great things happen for the children and families in North Dakota!

**Thursday, July 27, 2017**

7:45 am  **Continental Breakfast Provided**

8:30 am  

**Plenary Workshop: Children and Family Services – State Updates** – DHS Staff
The staff of the Children and Family Services Division will present updates on child welfare related legislation that was newly enacted during the 2017 session, as well as, updates on a variety of program related initiatives including CQI, CFSR state process, PIP development and Alternative Response in substance exposed newborn cases.

10:30 am  

**Plenary Workshop: Every Child is One Caring Adult Away from Being a Success Story** - Josh Shipp
Abandoned by his birth parents before he even left the hospital. At risk foster kid. Victim of serial abuse. Given up on by countless foster parents. From the get go, the deck was stacked against Josh, and the house always wins. Josh’s future was essentially predestined to be bleak and devoid of opportunity. Then he met someone who cared. Someone who refused to give up on him. Someone who helped transform Josh’s bottomless reserve of hurt and neglect into a channel for helping others. The result was miraculous, lending truth to the story Josh now tells the millions of teems that look to him for advice, insight, inspiration and guidance to take control of their lives: Every kid is ONE caring adult away from being a success story.

12:00 pm  **Conference Ends**
**Presenter Bios**

**April Allen:** PhD, MPA is a Data Driven Practice Advisor at Casey Family Programs, the nation's largest operating foundation focused on safely reducing the need for foster care and building Communities of Hope for children and families across America. In this role, she works to improve data-driven decision-making in state, county, and tribal child welfare systems by increasing the capacity of public child welfare systems to use data to advance policy and practice improvements. Prior to joining Casey Family Programs, she served as the Director of Policy and Planning at Vermont’s Department for Children and Families and taught graduate courses in research methods and social welfare at Boston University’s School of Social Work. Dr. Allen received her PhD in Social Policy from the Heller School for Social Policy and Management at Brandeis University, where her dissertation research focused on policies and programs that support healthy development for children involved with the child welfare system. She was awarded a Doris Duke Fellowship for the Promotion of Child Well-Being in 2013.

**Dr. Robert Anda:** graduated from Rush Medical College in 1979 and received his board certification in internal medicine in 1982. He holds a Master’s degree in epidemiology from the University of Wisconsin. In 1984 he was accepted into the Epidemic Intelligence Service at the Centers for Disease Control and Prevention in Atlanta, where he conducted research in disease surveillance, behavioral health, mental health and disease, cardiovascular disease, psychosocial origins of health-risk behaviors, and childhood determinants of health. Rob is the author of more than 200 publications, and has received numerous awards and recognition for scientific achievements.

In the early 1990’s, Rob began a collaboration with Dr. Vincent Felitti at Kaiser Permanente in San Diego to investigate child abuse as an underlying cause of medical, social, and public health problems. This effort lead to a large-scale study funded by the CDC to track the effects of childhood trauma on health throughout the lifespan, called the Adverse Childhood Experiences Study (ACE Study). Rob played a principal role in the design of the study, and serves as its co-principal investigator and co-founder.

The ACE Study is the most important public health discovery of our time. Findings from the ACE Study have resulted in more than 70 publications in major medical and public health journals. The ideas from this work are now influencing the design of similar research around the world. ACE Study findings have been presented at congressional briefings and numerous conferences around the world. The ACE Study is being replicated in numerous countries by the World Health Organization (WHO), and is in use to assess the childhood origins of health and social problems in more than 25 U.S. states.

After a decade of service to the CDC as a senior scientific consultant, Rob turned his focus to speaking and consulting with leaders in public health, medicine, corrections, judicial and social service systems and with local, state, national, and international organizations about the ACE Study. He has appeared in national newspapers and television networks and is frequently invited to speak about the ACE Study and his experiences around the country working on applications of ACE Study concepts.

Rob is co-founder of ACE Interface, a company that provides education, analysis, facilitation, and products focused on helping people to develop Self-Healing Communities that prevent ACEs and improve well-being. He and his work are highlighted in the documentary “Resilience” by Jamie Redford that was accepted to the 2015 Sundance Film Festival and is now being shown across the nation.

Rob is passionate about scuba diving and enjoys fishing and golf. He makes his home in Peachtree City, GA.

**Marlys Baker:** North Dakota Department of Human Services Children and Family Services Division, Child Protection Services Administrator
**Harmony Bercier**: is one of the newest members of the Children and Family Services Training Center’s team. Her position as the ICWA Training Coordinator is supported by an Administration of Children and Family grant through the University of North Dakota. Harmony’s educational training is in the field of clinical psychology. She worked for three years with the Turtle Mountain primary education school system developing and implementing group based programs for children in Head Start through high school. Harmony then moved on to the secondary education system and served the Turtle Mountain Community College (TMCC) by discerning, designing and implementing trainings and groups to best serve the needs of the TMCC students, staff and the local community. Harmony is an enrolled member of the Turtle Mountain Band of Chippewa Indians, a mother, daughter, sister, friend and an ally to the children and families of North Dakota state and tribal communities.

**Bree Bussey**: MSW, LGSW. Bree works as the Project Director in the Center for Regional and Tribal Child Welfare Studies at the University of Minnesota Duluth. Bree is responsible for the development and implementation of regional projects that focus on American Indian child welfare. Bree holds a Bachelor of Arts degree in American Indian Studies and English and her Master of Social Work from the University of Minnesota-Duluth.

**David Conrad**: a Bismarck native, has been a clinical social worker for over 30 years. He has worked in a variety of fields including juvenile and adult corrections, child welfare, hospital social work and adoptions. From 1991-1994, he was supervisor of the ongoing child protection unit at Burleigh County Social Services. From 1994-2000, he was Director of Programs for the CIVITAS Child Trauma Program in Houston, Texas. Since 2000, David has been a secondary trauma consultant for the Colorado Division of Child Welfare assisting Colorado child protection staff with their acute trauma and providing trauma prevention training. He is currently a Senior Clinical Instructor with Distinction in the Department of Pediatrics at the University of Colorado School of Medicine. He co-authored an article titled, *Compassion Fatigue, Burnout and Compassion Satisfaction among Colorado Child Protection Workers*, which appeared in the October, 2006 issue of the International Journal of Child Abuse and Neglect. David has been serving as the consultant for the North Dakota Secondary Trauma Education, Prevention and Support Program since 2012.

**Deb DeWitz**: is a social worker and family therapist who spent over 15 years in direct service to children and their families. She then taught Social Work for over 20 years in university settings. She owns Family Resource Consultants, through which she provides presentations, workshops, and speeches in a multi-state region. She is humbled by her own three children frequently. She is known for her humorous and down-to-earth style.

**Stephanie Homstad**: Graduated with an MSW in 2007 and a BSSW in 2006. She recently joined the Social Work Department at the University of North Dakota in March of 2017 as an Assistant Professor as well as Field Faculty. She comes with 9 years of direct social work practice working in the child welfare system as a Family Preservation Case Manager for the majority of her career and a short stint working as a Support Coordinator assisting individuals with developmental disabilities living in the community.

**Melissa Henke**: is a 1998 graduate of Concordia College and a 2002 University of North Dakota graduate with a Doctorate of Medicine. She completed her Internship and residency at the University of Kansas Medical Center with Internal Medicine and Psychiatry. She is a member of the American College of Physicians, the North Dakota Medical Association, the American Psychiatric Association and the North Dakota Psychiatric Society. She was a staff psychiatrist from 2007 until 2014 at Sanford Heath and is currently the Medical Director with the Heartview Foundation and also serves as a Psychiatric Consultant through Henke Psychiatric Services.

**Barb Kitko**: Graduated with a MSW in 2002 and a BSSW from UND in 1988. She was an adjunct instructor with the Department of Social Work at UND for 1 year prior to joining the department in August 2015. She has more than 25 years of direct social work practice. Her work history includes 17 years as a school social worker for the Grand Forks Public Schools. Prior to her employment with GFPS, she served as a case manager, direct services supervisor and the director of the Region IV Children’s Services Coordinating Committee/Families First.
Adam McCormick: is an assistant professor of Social Work at St. Edward’s University. Dr. McCormick’s research interests include LGBTQ youth in the child welfare system, the relationship rights of siblings in care, transgender youth mental health, trauma-informed practice, and the role of gay-straight alliances. Prior to teaching, Dr. McCormick worked in the child welfare system in a variety of clinical and administrative roles. He is the author of a number of articles on child welfare topics and is the author of, “LGBTQ youth in the child welfare system: Empowering approaches to creating an inclusive system” (Routledge Press).

Leanne Miller: MSSW, LCSW is employed with the Children & Family Training Center at the University of North Dakota as the new CFSR Manager. She has been with CFSTC since April 2017 and is responsible to work with the Children & Family Services Division – ND Department of Human Services advancing the state’s new CFSR process. Leanne has over 25 years’ experience in the child welfare field. Her most recent employment includes three years with the Children and Family Services Division – ND Department of Humans Services as the Child Welfare Infrastructure Administrator and fourteen years with the AASK (Adults Adopting Special Kids) Program as the AASK Director. Leanne received her Masters of Science of Social Work from the University of Texas at Arlington in 1994 and her Bachelor of Science degree from Southern Nazarene University in 1988. She resides in Grandin with her husband, Dale, and furry family member, Mayzie (1 yr. black lab).

Laura Porter: is Co-Founder of ACE Interface, LLC. Laura has more than a decade of experience leading successful implementation of ACE Study concepts in Washington state in partnership with over 30 communities and nine tribes. In addition to her work in Washington, Laura supports leaders in over 20 states, providing education, facilitation, and empowerment strategies for building self-healing communities. Laura provides support and services to a wide range of groups... from parents and youth who are convening neighborhood conversations, to philanthropic leaders and government officials who are using ACE science in investment and policy decisions. Laura loves to travel, garden, learn, and play with her children and grandchildren.

Toni Rozanski: serves as the Senior Director of Seattle Field Office for Casey Family Programs in Child and Family Services (CFS) the direct service arm and splits her time consulting with multiple jurisdictions nationwide to support the evolving practice of child welfare services. Toni is primarily assigned to North Dakota, Colorado and King County, Washington. Toni was born and raised in Illinois and is a proud alum of Southern Illinois University and University of Illinois where she received her BSW and MSW respectively. She spent her formative professional years in the Public Child Welfare system in Illinois, ten great years in Colorado as the Denver County Child Welfare Director and then the Deputy Director of Human Services in Eagle County, and now makes her home in Washington state. Her work with children and families spans over 22 years primarily serving children, youth, and families in the public Child Welfare Services. Toni is an accomplished Child Welfare leader and innovator with a proven ability to develop and implement programs, system, and accountability strategies to support best practices and financial objectives in Child Welfare to better support communities, children, and families. She has led cradle to grave prevention and protection services in Eagle County. She has also led key initiatives using promising practices and fiscal accountability strategies that resulted in reducing Child Welfare spending by nearly $20 million dollars over 5 years while improving practices for children, youth and families and reducing Illinois Medicaid spending by $20 million while contributing to and coordinating statewide programs and improvement initiatives.

Melanie Sage: is an Assistant Professor and BSSW Program Director at the University of North Dakota. She has practice experience in child welfare as an investigator, supervisor, trainer, and researcher, as well as clinical experience in mental health private practice and psychiatric care. Her research and practice interests include family engagement in child welfare, ICWA, and the use of technology and social media in professional social work practice and education. She leads a statewide federally-funded project to support ICWA compliance in North Dakota alongside partners from North Dakota state and county child welfare, North Dakota Supreme Court, Children and Family Services Training Center, Native American Training Institute, Spirit Lake and Standing Rock Tribal Social Services/ICWA/Courts, and beyond. The goal of this project is to increase compliance with ICWA and improve services that keep families connected to each other and their culture. Melanie's two favorite social workers are her husband and her son, but all social workers and people working hard to support families (especially good child welfare workers) hold a special place in her heart.
**Marsha Salus:** MSW, is a social work consultant. She has worked in the child welfare field for over 40 years. She began her career as a child protective services worker and supervisor. She has developed several national curricula for child welfare workers and supervisors. Also, she developed a number of in-service training programs for child welfare supervisors/managers in a variety of states. For example, Ms. Salus developed a 12-day core supervisory training program entitled “Mastering the Art of Child Welfare Supervision” which she has delivered throughout the country. Ms. Salus has conducted statewide supervisory training for over 25 states. From 1981-1985 Ms. Salus delivered multidisciplinary training to Air Force personnel worldwide to enhance their ability to identify and intervene in cases of family violence. In the last 20 years Ms. Salus has worked with public child welfare agencies to implement a comprehensive training system (including transfer of learning practices, coaching, and mentoring) to enhance the effectiveness of supervisors. In addition, she has worked with several states to establish standards of practice for child welfare supervision. Ms. Salus directed the first User Manual project for the Office of Child Abuse and Neglect in 1979 and served as a consultant to the two subsequent projects to update the User Manuals. She coauthored a number of the manuals, for example, “Child Protective Services: A Guide for Caseworkers” and “Supervising Child Protective Services Caseworkers.” Ms. Salus is an Adjunct Professor at the University of Maryland, School of Social Work where she teaches a course on supervision.

**Josh Shipp:** Now widely known as the Teen Whisperer, Josh is a recognized teen behavior expert that helps adults understand teens and teens understand themselves. He’s worked with, appeared on and/or contributed to MTV, CNN, FOX, The New York Times, 20/20, Anderson Cooper Live, Oprah.com and Good Morning America. In 2009 he was named to Inc. magazine’s “30 Under 30” of successful entrepreneurs. Josh has lectured at Harvard, Stanford, UCLA, MIT and other major universities. He has starred in two documentary-style television series, Jump Shipp and Teen Trouble and has authored two books: “The Teen’s Guide to World Domination” and “Jump Ship”.

**Pam Sagness:** North Dakota Department of Human Services, Director of Behavioral Health Division

**Diana Weber:** M.A. has been employed with the Children & Family Services Division-ND Department of Human Services since April 2009. She administers the Wraparound Case Management Practice Model and In-Home services program, oversees the ND CFSR process, and supervises the administrators of both family preservation and early childhood services programs. Previous to her employment at the CFS Division, Diana served as a Partnerships Care Coordinator for 11 years at both West Central Human Service Center and South Central Human Service Center. Diana received her Master’s in Counseling degree at Sioux Falls Seminary in 1993 and her Bachelor of Arts degree from the University of South Dakota in 1987. She is married to her best friend, Mike, and has two grown sons, Christian (21) and Luke (18).