2013 North Dakota Children and Family Services Conference

July 23rd-25th, 2013

Ramkota Inn
Bismarck, North Dakota

Pre-Conference Workshops:
July 22nd, 2013

Sponsored by:
Children and Family Services Division of
North Dakota Department of Human Services
UND Children and Family Services Training Center
2013 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:  ND Children and Family Services Conference
Children and Family Services Training Center
University of North Dakota
225 Centennial Drive, 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 22, 2013
Pre-Conference Workshops
9:00 am – 4:00 pm         CFSR Instrument _____
1:00 – 5:00 pm            The Cost of Caring: Secondary Traumatic Stress _____

Tuesday, July 23, 2013
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 24, 2013
1:30 – 3:00 pm            Workshop C (Please Circle choice): 1  2  3  4  5  6  7
3:30 – 5:00 pm            Workshop D (Please Circle choice): 1  2  3  4  5  6  7

Thursday, July 25, 2013
8:00 – 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, 2013 to ensure the special rate. Please inform the Ramkota that you are attending the North Dakota 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.
Monday, July 22, 2013

8 am – 7 pm  Registration

**Pre-Conference Workshops**

9 am – 4 pm  **CFSR Instrument Training for Reviewers** – Diana Weber and Delores Friedt
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.

1:00 pm – 5:00 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.

Tuesday, July 23, 2013

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: Unconditional Commitment … The Only Love that Matters … to Older Youth** - Pat O’Brien
There is a great need for prospective and current parents (including foster, adoptive and resource parents) to become unconditionally committed to the children that they care for, particularly teenagers, in order to prevent disruptions in permanent family homes. The emphasis here is that every child in foster care needs one placement and one placement only, and the challenges to unconditional commitment are explored and addressed.
This workshop will discuss the following issues:

- The reasons that foster and adoptive parents unintentionally end up re-hurting, re-abandoning, re-rejecting, re-traumatizing, re-victimizing, re-abusing, and re-neglecting the children all over again by putting them out of their homes when the child engages in unacceptable behaviors.
- Skills needed to deal with children who make adults so angry that they would think about doing the unthinkable: actually hurting a child they originally came forward to help by rejecting the child and putting that child out of their household.
- How an individual’s spirituality can be an inspirational source of strength during difficult times with children that will allow the adult parent to maintain their commitment during hard times.
- What agencies can do to help assure that far less foster and adoptive parents give back their children during times of crisis and stress.
- Helping parents to find the strength from within to deal with even the most difficult of children.
- Helping people understand it is their commitment and their commitment only that is the true source of healing for any child that crosses their path.

12:00 pm  Lunch on Your Own

1:30 – 3:00 pm  **A Workshops**

A-1  **The Saving F.A.C.E. Approach to Finding Permanent Parents for Every Teen in Our Care — Barring No One, Part I** – Pat O’Brien (3 hour)
This half-day presentation will discuss how to find unconditionally committed permanent parent(s) for teens using this three prong recruitment approach: Friends, Acquaintances, & Community Education (F.A.C.E). We explain the need to find permanent homes for every teen in our care in order to prevent their homelessness upon discharge from care and dispel myths about where the homeless come from.

From there, this presentation moves to a discussion about permanency planning goals and how an inappropriate goal can cause half the homelessness in our culture. We will discuss outcome studies about what happens to youth after their discharge from foster care and how our attitude is the only obstacle to finding permanent parents for any teen in our care.

Then it’s time to get practical with how-to guidance for finding permanent parents for every teen in our care using the Friends Approach (recruiting people the youth know), The Acquaintance Approach (introducing the Youth to persons recruited through general recruitment techniques he or she will get to know), and how taking an approach of Community Education that leads many of the folks from the general public to consider adopting these much older youth via the education process of our 10 week A-OKAY/MAPP classes given in nine different locations in New York City’s five boroughs and Long Island, our cable access television, and our live radio broadcast.

A-2 Drugs and Society, Part I (continued in B-2) – Travis Jacobson (3 hour)
In this presentation, Sgt. Jacobson will talk about what a DRE (Drug Recognition Expert) is and how a DRE can be utilized with other agencies and the public. He will also talk about what drugs are new and upcoming that we are seeing locally in our area like synthetic marijuana, bath salts, etc. Sgt. Jacobson will explain how these drugs are used and what effects the user will have. He will also address signs and symptoms that a user will exhibit when under the influence of certain drugs. He will also touch on drug addiction and how to tell when someone is suffering from addiction by explaining what to look for. Sgt. Jacobson will show many pictures of drug paraphernalia and explain how the user uses them. He’ll also touch on where and how users hide their drugs and paraphernalia. Sgt. Jacobson will also talk in depth about the abuse of prescription meds and how people are getting these drugs in staggering numbers.

A-3 Collaborative Care: How to Increase Safe Use of Psychotropic Medications in Children and Adolescents in Community and Residential Settings, Part I (continued in B-3) – Dr. Mark Borer (3 hour)
In this workshop Dr. Borer will describe a matrix of care and vision for collaborative care utilizing a medical model. He will identify specific clinical tools that can be used to foster communication regarding psychotropic medications being used with a particular child. He will also explain the use of the tools, as well as several practice-assist descriptors for an approach to tapering a psychiatric medication in a child on a polypharmacy regimen, factors which maintain polypharmacy, and considerations for what may be done in the field with a child or adolescent on an atypical neuroleptic who is continuing to gain weight. He will compare traditional psychiatric practice with the collaborative care model especially in situations where collaboration is necessary with family and school clinicians, primary care physicians and advanced practice psychiatric nurses to help assess and treat children and families. Finally, Dr. Borer will present a vision and practical approach to moving forward in further increasing safe use of psychiatric psychopharmacology in children and adolescents.

A-4 Safety Assessment and Safety Planning in Child Welfare – Dee Wilson (90 minute)
This workshop will discuss the difference between safety and risk and between risk of imminent harm and cumulative harm. Different approaches to safety assessment and safety planning used in child welfare agencies around the country will be described. Components of good safety plans, including safety plans for children living with substance abusing parents will be described. The distinction between safety plans and service plans will be discussed.

This workshop will expose participants to a new paradigm in the delivery of child welfare services. Peer mentors – parents who were previous recipients of child welfare services – are used increasingly in child welfare agencies to facilitate birth parents’ engagement in services, to help them navigate the complex judicial and service system, and to expedite children’s return home. This workshop will orient participants to the essential features of the model. It will then set the agency context for maximum success and the various organizational frameworks that might be considered in program operations. Important issues pertaining to staff selection, supervision, and support will be reviewed and strategies for orienting judicial and social worker staff will be considered. Peer mentors offer important opportunities for child welfare agencies to strengthen a family-based services approach; as such, this workshop will advance skills in this new paradigm of child welfare services.

A-6 Infant Mental Health, Part I (continued in B-6) – Sonya Thorn (3 hour)
Participants will be provided with new and relevant information on Infant & Early Childhood Mental Health and Wellness. Often hidden in a young child’s presenting problems is the pain of trauma. This training will give insight into the impact of
trauma on our youngest population and the importance healthy emotional development and primary relationships. Assessment and treatment needs and modalities will also be discussed.

A-7 Human Trafficking in North Dakota – Paula Bosh (90 minutes)
This workshop will present an overview of human trafficking, including definitions, state and federal law, identifiers, challenges to working with human trafficking victims, elements for prosecution, and what human trafficking may look like in North Dakota. (This workshop will be repeated in B-7).

3:00 Afternoon Break

3:30 – 5:00 pm B Workshops

B-1 The Saving F.A.C.E. Approach to Finding Permanent Parents for Every Teen In Our Care — Barring No One, Part II (continuation of A-1) – Pat O’Brien

B-2 Drugs and Society, Part II (continuation of A-2) – Travis Jacobson

B-3 Collaborative Care: How to Increase Safe Use of Psychotropic Medications in Children and Adolescents in Community and Residential Settings, Part II (continuation of A-3) – Dr. Mark Borer

B-4 Planning for Safe and Stable Reunifications – Dee Wilson (90 minutes)
This workshop will present a summary of research on reunification and re-entry into care, including information regarding services found to be effective in promoting reunification, and outline criteria for determining when reunification is safe for children who have been in foster care or unlicensed non-kin care for months or years.


B-6 Infant Mental Health, Part II (continuation of A-6) – Sonya Thorn

B-7 Human Trafficking in North Dakota – Paula Bosh (90 minutes)
This is a repeat of A-7.

5:00 pm Hospitality Reception in Courtyard

Wednesday, July 24, 2013

8:30 am Plenary Session: Understanding the Vulnerability of Young Children Exposed to Trauma and Stress – Anne Gearity
This plenary session will examine the current research about trauma exposure and stress regulation and mediation, especially as it informs our understanding of young children. Because children always need adult support to manage traumatic experiences, focus will include the effects of relationship disruptions on attachment learning and functioning. Research clearly debunks the assumptions that young children are immune to trauma when they don't understand what happened; instead, there is growing evidence that trauma and stress can cause changes in both physical and psychological functioning that may be life long without help. For advance reading, see working papers at the National Scientific Council on the developing child: www.developingchild.org.

10:00 Morning Break

10:30 Plenary Session: High Conflict Divorce Cases – Mindy Mitnick
Not all high-conflict cases are the same: some reflect entrenched patterns of conflict predating the separation and some are primarily situational. This presentation will look at the impact on short-term and long-term well-being of children and parents as well as post-separation parenting arrangements that may limit children's exposure to conflict.

12:00 pm Lunch On Your Own
1:30 – 3:00 pm  C Workshops

C-1 Development Repair for Young Children: Turning Ideas into Interventions that Support Resilience, Part I (continued in D-1) – Anne Gearity (3 hour)
This workshop will apply ideas from the morning session, using a lens called Developmental Repair. DR is an intervention model originating at the Washburn Center for Children, Minneapolis (manual available online at www.washburn.org). It is also a conceptual way of looking at disruptions caused by early caregiving disruptions, trauma and resulting stress, with particular focus on how these experiences compromise early normative developmental adaptation. For children to recover from loss and trauma, they need safety and adult support. But they also need developmental movement restored so they can gain (or regain) capacities like self-regulation that are foundational for subsequent learning and mastery. In this workshop, we will explore how DR can be applied for children in their homes, in foster homes, at community settings such as school and day care, and within mental health interventions.

C-2 Assessing Allegations of Sexual Abuse in High Conflict Custody Cases, Part I (continued in D-2) – Mindy Mitnick (3 hour)
Assessing allegations of child sexual abuse during parenting disputes offers one of the most difficult challenges facing professionals who work with families. This presentation will look at the different contexts in which allegations arise and the impact of context on evaluating reliability of the allegation. Research on founded and unfounded allegations will be presented and we will review assessment protocols in these cases.

C-3 Youth Suicide in Custody: Guiding Principles to Prevention and Critical Components of a Viable Prevention Program, Part I (continued in D-3) – Lindsay Hayes (3 hour)
Although youth suicide in custody is an infrequent event, it has a devastating impact on the victim’s family and those entrusted with the care and custody of youth. Many of these deaths are preventable. This workshop will provide direct care, health care (medical/mental health), and facility/residential program administrators an overview of youth suicide in custody, as well as offer guiding principles for suicide prevention and critical components to developing and/or revising a viable suicide prevention program.

C-4 Safety Assessment and Safety Planning in Child Welfare – Dee Wilson (90 minute)
This workshop will discuss the difference between safety and risk and between risk of imminent harm and cumulative harm. Different approaches to safety assessment and safety planning used in child welfare agencies around the country will be described. Components of good safety plans, including safety plans for children living with substance abusing parents will be described. The distinction between safety plans and service plans will be discussed. (Repeat of A-4)

C-5 Rumination and Second-guessing: Recognizing the Negative Impact and Taking Steps to Overcome Them – David Conrad (90 minute)
Rumination and second-guessing are common among professionals working with traumatized and distressed children, adults and families. In this interactive workshop we will explore why human service professionals are at high risk for rumination and second-guessing and how they can be adversely affected. The facilitator will also provide strategies participants can use to help them disengage or free themselves from second-guessing and rumination.

C-6 Working with Military Families – Randy Nedegaard (90 minutes)
This presentation will examine the unique issues associated with military clients. Combat and operational stress will be examined along with readjustment and reintegration issues for military members and their families. It is designed to assist the attendee have a better understanding of military culture. This session is repeated in D-6.

C-7 To Be Announced

3:00 pm Afternoon Break

3:30 – 5:00 pm  D Workshops

D-1 Development Repair for Young Children: Turning Ideas into Interventions that Support Resilience, Part II (continued from C-1) – Anne Gearity

D-2 Assessing Allegations of Sexual Abuse in High Conflict Custody Cases, Part II (continued from C-2) – Mindy Mitnick

D-3 Youth Suicide in Custody: Guiding Principles to Prevention and Critical Components of a Viable Prevention Program, Part II (continued from C-3) – Lindsay Hayes
D-4 Planning for Safe and Stable Reunifications – Dee Wilson (90 minutes)
This workshop will present a summary of research on reunification and re-entry into care, including information regarding services found to be effective in promoting reunification, and outline criteria for determining when reunification is safe for children who have been in foster care or unlicensed non-kin care for months or years. (Repeat of B-4).

D-5 Recognizing, Acknowledging and Working through Grief and Loss Issues at Work – David Conrad (90 minutes)
There is considerable grief and loss for all professionals who work with traumatized adults, children and families. This can include grieving for children who have been injured physically and emotionally. Staff also often grieves the loss of their own innocence and of their belief that parents will be there for their children. In this workshop we will explore the difference between sudden versus predictable loss. We will also discuss obstacles that prevent staff from properly processing their loss. And finally, the facilitator will provide participants with steps they can take to “grieve well” the losses they encounter.

D-6 Working with Military Families – Randy Nedegaard (90 minutes)
Repeat of C-6.

D-7 To Be Announced

Thursday, July 25, 2013

8:00 am Breakfast Provided

8:30 What’s Happening in Child and Family Services in North Dakota?
Children and Family Services Division, North Dakota Department of Human Services

9:30 Ethics and the Multidisciplinary Team – Amy Russell
This session will address ethical issues and practice recommendations for professionals involved in child abuse evaluations. Discussion will also cover training needs for professionals and the importance of balancing the needs of the alleged child victim and MDT members when making decisions and recommendations in child maltreatment cases. (This will satisfy the Ethics training requirements for Social Workers).

12:00 pm Conference Ends