

NEW YORK STATE PARTNERSHIP FOR FAMILY RECOVERY TRAINING PLAN

Introduction:

The plan outlined below details a three-step process to encourage local communities to strengthen their cross-systems work between child welfare, substance abuse treatment, and family court to best support vulnerable families. This process has been developed through the New York State Partnership for Family Recovery, as supported by the National Center for Substance Abuse and Child Welfare (NCSACW).

The process, which is designed to complement the NYS Protocol for Cross-Systems Communication and Information Sharing, incorporates a public awareness campaign targeting professionals, a broad-based training initiative, and a more targeted advanced training and technical assistance effort in select counties. The process leverages the power of existing stakeholder groups, conferences and trainings to maximize communication and skill development across the state.

Phase I - Initiative Launch

- A. Anticipated Date:** late Summer 2007
- B. Purpose:** To promote awareness and broad based understanding of the need for local systems to collaborate, as well as to inform leadership from the three systems of the Partnership for Family Recovery initiative
- C. Target Audience:**
 - a.** Commissioners/Chief Judge
 - b.** Other leaders
 - Local Commissioners
 - Service Directors
 - Supervisors
 - Judges
 - Local hygiene directors
 - Private agency execs
 - Professional associations, such as ASAP, COFCCA, AAPNY, Conference of Local Mental Hygiene Commissioners (CLMHD), and NYPWA
 - State agency staff (OCFS, OCA, OASAS, etc.)
 - Governor's office
 - Key legislative leadership
- D. Strategy:**
 - a.** Ensure Commissioners and Chief Judge are aware and supportive of the initiative
 - b.** Inform other leadership of the initiative:

- i. Work with the Commissioners of OASAS and OCFS, and the Chief Judge to use communication vehicles to inform county level senior leaders -
Date: September
- ii. Live TeleConference –
 - a. “Special Screening”
 - b. arranged through OCFS for viewing through local DSS offices, with facilitators available at select sites
 - c. features senior leadership from each of three systems, along with footage of “a day in the life” of client
 - d. Target date – Fall, before Sharing Success
- iii. Press Packets (Exciting look and feel) with support from NCSACW
 - a. Brochures
 - b. Press release
 - c. Special memos from Chief Judge, Commissioners
 - d. Website
- iv. Initiative presented at various existing conferences
 - a. Courts:
 - **Sharing Success V, co-sponsored by OCFS and the Court Improvement Project (NYC 10/15/07; Albany – 10/17/07)**
 - **Drug Treatment Court Trainings and Conferences October/November 2007 at Judicial Institute and another site upstate**
 - **OCA’s annual Family Court Clerks’ Conference**
 - **Judicial Institute New Judges Trainings – January/ June 2008**
 - **Judicial Institute Judges School – Summer 2007**
 - **Judicial Institute Legal Series Updates – presented regionally in the Fall**
 - b. Child Welfare:
 - **NYPWA – July 2007 & Winter 2008**
 - **Moving Forward – Counties Strategic Planning Processes – June 5 – 6 2007**
 - **OCFS & OTDA Staff Development Coordinators Conference – Annually June 2007**
 - **COFCCA – Training Consortium Regional Conferences**
 - **OTHER: NYSAC Annual conference**
 - c. Substance Abuse:

- (ASAP) Alcoholism & Substance Abuse Providers' Statewide Prevention Conference---Albany, New York-- -Winter/Spring 2008
- Healthy Campus Communities: Looking to the Future--Albany, New York---March 11-13, 2007
- Annual ASAP Treatment Providers Conference - September 2007

Phase II – Developing the Foundation

- A. **Purpose:** Each system needs to be trained independently to gain an understanding of each of systems' core concepts and underlying culture. It is expected that each system will emerge with a new understanding of the other systems' roles, requirements, and issues, and an awareness of the difference between myth and fact.
- B. **Time Frame:** Spring 2008
- C. **Target Audience:**
- Direct line caseworkers – public & private
 - Substance Abuse providers – public & private
 - Supervisors
 - Facility managers/program managers
 - Judges
 - Referees
 - Court Attorneys
 - Existing stakeholders groups
 - Existing Family Treatment Court groups
 - Agency/County Attorneys
 - Law Guardians
 - Parents' counsel
 - CASAs
- D. **Method of Presentation:** Modules would be presented by experts, with discussion or trigger points to make information relevant to targeted population. Could present together with a facilitator's guide to be used by local agency person to lead a discussion around the content. Materials and content will be developed to be delivered as needed. (Preferred options include DVD and web-based trainings.) Communities that prefer stand-up options will be provided with a list of possible trainers, but there may be a cost associated with this.
- E. **Continuing education credit hours:** hours will be sought for legal, social work, substance abuse, and other relevant professions for participation in this training.
- F. **Content: Themes established to share core competencies among systems:**
- All systems:
 - Attitudes and values (including cultural issues)
 - Protocol principles and values
 - Family systems

- Day in the life – of professionals and clients
- ASFA time frames
- How systems interrelate and overlap
- Confidentiality and information sharing (as per Protocol)
- Protocol screening, assessment, engagement and retention
- System Specific: The topics below are the themes that are considered foundation-level information that should be known by all three systems. It is expected that each system has already educated its professionals in its own themes. Therefore, each system is expected to learn the themes for the other two systems. For example, child welfare professionals would be expected to learn the information on AOD and the Courts, but not child welfare. Each system will be responsible for providing the content on their own system.
 - i. Substance abuse
 - Neurobiology of addiction
 - Recovery and relapse (including drug testing)
 - Treatment – modalities, levels of care, how they work
 - Women, children and families – adolescent AOD, affects on family, women’s issues
 - Screening tools, signs & symptoms,
 - ii. Court
 - ASFA and permanency law
 - Communication with court/case flow/decision making
 - TPR and options
 - Intro to Court 101 (purpose, priorities, vocabulary, key players, behavior and decorum)
 - Specialty courts (ie: FTC)
 - iii. Child welfare
 - Child welfare 101
 - ACS 101 (for NYC)
 - Child protective services
 - Visits
 - Permanency options and planning

G. Evaluation: will include pre- and post-tests, satisfaction surveys, and other mechanisms to determine participation and transfer of knowledge.

H. Other training venues – trainings can also be provided through other venues. A list of currently available training options is provided in Appendix A.

Phase III - In Depth Training/Technical Assistance

A. Purpose: At this level, selected teams will gain deeper insight into other systems and develop a county level process for ongoing communication and problem solving. This will be accomplished using a combination of the trainings, technical assistance, and the products from the protocol workgroup. It is expected that this combination of

resources and support will promote creative interdisciplinary problem solving and innovative programming.

B. Time Frame:

- As soon as Phase II materials are available, local communities will be informed of an application process to participate in Phase III.
- 2008-09

C. Target Audience:

- a. Interdisciplinary teams representing family court, child welfare, substance abuse, any relevant others
- b. Teams will be selected through an application process

D. Approach: Support will be provided through a combination of training, technical assistance, and work with the Protocol.

a. Trainings

- i. will be interdisciplinary and focus on defined themes, including
 1. Cross-systems collaboration
 2. Understanding medication assisted treatment and management
 3. Addiction as a chronic disease
 4. Kinship care
 5. Reunification issues
 6. Mental health
 7. Child development – meaning of time, trauma of separation even in abuse cases
 8. Domestic violence
 9. Trauma (child and parent)
 10. Grief, loss, and ambivalence

ii. Training delivery

1. Blended training model , allowing for web, DVD, and stand-up options
2. County level driven – group decision
3. Needs assessment conducted prior to training

b. Technical Assistance

- i. Will be provided in response to specific issues, and will be offered by NYS experts who have a track record of success in the concern
- ii. Continue involvement of the core group as an advisory board
- iii. Establish a position that will coordinate County efforts and support their ongoing work, finding speakers, working with them on various issues outside of the scope of training themes that may arise in a specific county. Person will work on ongoing working themes to keep county teams engaged and hopefully work to establish continuous rounds of application county team selections and ongoing technical assistance.
- iv. Participant conferences – Phase III teams will be brought together periodically to share information, resources, and ideas, and to problem solve as a group

- c. Protocol – Phase III participants will receive support developing and implementing a locally-based protocol guiding information sharing across the three systems.

E. Application Process

- Interdisciplinary teams of counties would be invited to apply
- Would require written application plus interview involving all three systems
- An assessment will be conducted as part of the interview process
- Counties

Other Issues

- Statewide Coordinator
- Evaluation and reporting
- Development of the application
- Website Development and housing

APPENDIX A

AVAILABLE TRAININGS

Court System

1. 7-session Basic Training in Nassau County Family Court for all court/DSS roles, 2006-7, funded by Court Improvement. Funds cover ninety minute modules on the Addiction Basics, Treatment Options, Family Perspective on Addiction, Treatment and Recovery, Child Perspective on Addiction and Recovery, Relapse, Perspectives of Treatment Providers, and Working with Respondents.

2. Training for new and ongoing Family Drug Treatment Court Teams is held 1 - 2 times a year and is limited to team members from a county's Family Drug Treatment Court which includes judges, court attorneys, DSS workers, and local treatment providers. The training is funded with federal funds and covers the basic operation of Family Drug Treatment Courts.

Child Welfare

1. Professional Development Program (PDP), a statewide OCFS effort to train child welfare caseworkers and supervisors on substance abuse issues. Includes 3-day training on fundamentals of substance abuse, treatment, and family issues. Additional workshops available on special topics, such as working with teens, or co-occurring disorders. Trainings for both DSS staff and voluntary agency professionals. This is a voluntary training.

2. Bridges Leadership Institute, coordinated by COAF/Phoenix House for NYC child welfare, drug treatment and family court professionals on cross-systems issues. Includes 14 monthly one-day sessions and requires participation of senior manager, supervisor and counselor/caseworker from each agency. Fundamentals of child welfare and drug treatment are covered, along with overlapping issues such as domestic violence, family reunification, and mental health.

3. ACS Satterwhite Training, a New York City effort to train local child welfare providers on substance abuse issues.

4. OCFS provides Core Child Welfare Training to all case workers and supervisors which includes the process of Family Court as well as legal issues interwoven throughout the trainings. There is no specific training on the court process.

Substance Abuse

OASAS administers a comprehensive statewide education and training program for alcoholism and substance abuse professionals through its Bureau of Workforce Development's Training Unit.

The Training Unit

- helps staff qualify for the Credentialed Alcoholism and Substance Abuse Counselor (CASAC), Credentialed Prevention Professional (CPP) and Credentialed Prevention Specialist (CPS);
- develops, pilots and delivers standardized competency-based training to those staff who provide treatment, prevention and intervention services;
- trains local trainers to deliver OASAS curricula, evaluates the quality of their training and certifies them to train in that curricula; and
- reviews course work/training offered through accredited colleges and universities, governmental agencies, professional organizations, training institutes, in-service training programs, qualified trainers, distance learning providers, and special events/conference sponsors

Court

NYS Judicial Institute in White Plains.

Primary responsibility for Judicial and Non-judicial Court Staff trainings

- New Judge Training
- Judges School
- Legal Series Updates
- Family Court Clerks' Conference

Law Guardian Programs

- Each Appellate Division has a Law Guardian Program for certifying law guardians through ongoing trainings

New York City Family Court

Family Treatment Courts – Judge Kluger's Office

Child Welfare Court Improvement Project Funding

Local County Stakeholder's Efforts

Child Welfare

OCFS Statewide and Regional Trainings

Local DSS Staff Development

ACS Training

Substance abuse

Center for the Application of Substance Abuse Technologies (CASAT) has been working on a new project to create home study courses specific to prevention.

Substance Abuse Prevention Home Study Course- Accompanies the textbook: Substance Abuse Prevention: The Intersection of Science and Practice. Available in hard copy or electronically.

Environmental Prevention Strategies - Available on CD Rom or electronically from CSAP.

CSAP's Northeast CAPT offers a menu of computer-based, interactive online courses to on prevention. These facilitated on-line courses last one to three weeks.

Prevention Pathways Online Prevention Courses from CSAP (The Center for Substance Abuse Prevention)

CSAP Prevention Pathways, a gateway to information on prevention programs, program implementation, evaluation, technical assistance, on-line courses and a wealth of other prevention resources, is offering online prevention courses that are free to the public. Some courses are meant for professionals and other courses are designed to provide helpful information to members of the general public interested in prevention topics.