

Individual Training Needs Assessment/Training Plan for Foster Parents

Foster Parent #1: \_\_\_\_\_ Foster Parent #2 \_\_\_\_\_  N/A

License Effective Date: \_\_\_\_\_ License Expiration Date: \_\_\_\_\_

Type of Foster Home:  Family Foster Home

Hours Required: 40 hours per certification period

Directions: For each competency, please indicate your level of understanding for that specific training area. As you complete this assessment, please feel free to contact your Placement Caseworker with any questions you may have.

Please use the following guidelines when determining your training need or level of skill.

- Exceptional Ability: **No training needed now; I'm very confident in my ability to meet this skill area.**
- Able to Meet Expectations: **Very low priority training need; I can do an adequate job without additional training**
- Needs Some Development: **Moderate training need; I have some skill but would benefit from more training**
- Needs Considerable Development: **High priority training need; I do not have this skill and need this skill area to better improve my fostering skills.**
- Uncertain: **Unsure as to the amount of training needed; I'm not sure about my need for this skill or I'm not sure about my skill level on this topic.**

**SECTION I: Basic Fundamental Competencies for Foster Parents**

**922: CAREGIVER'S ROLE ON THE CHILD PROTECTION TEAM**

- Ability to effectively work with caseworker and other agency staff
- Ability to assist with the achievement of case plan goals
- Ability to effectively function as a member of the child protection team

Parent #1:  Exceptional Ability  Able to meet Expectations  Needs Some Development  
 Needs Considerable Development  Uncertain

Parent #2:  Exceptional Ability  Able to meet Expectations  Needs Some Development  
 Needs Considerable Development  Uncertain

Comments: \_\_\_\_\_

**923: DEVELOPMENTAL ISSUES IN MALTREATED CHILDREN**

- Ability to recognize indicators of healthy development
- Ability to recognize and respond to potential developmental problems
- Ability to enhance children's development
- Ability to promote healthy sexual development in children
- Ability to adjust parenting style to better care for a child who has been maltreated

Parent #1:  Exceptional Ability  Able to meet Expectations  Needs Some Development  
 Needs Considerable Development  Uncertain

Parent #2:  Exceptional Ability  Able to meet Expectations  Needs Some Development  
 Needs Considerable Development  Uncertain

Comments: \_\_\_\_\_

**924: ATTACHMENT, SEPARATION, AND PLACEMENT**

- Ability to recognize effects of insecure attachment
- Ability to help children maintain attachments formed prior to placement
- Ability to help children develop healthy attachments

Parent #1:  Exceptional Ability  Able to meet Expectations  Needs Some Development  
 Needs Considerable Development  Uncertain

Parent #2:  Exceptional Ability  Able to meet Expectations  Needs Some Development  
 Needs Considerable Development  Uncertain

Comments: \_\_\_\_\_

**925: CONSTRUCTIVELY MANAGING CHILDREN'S BEHAVIOR**

- Ability to determine the influences on children's behavior
- Ability to manage children's behavior
- Ability to use the appropriate form of discipline for the child and the behavior

- Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain
- Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**926:            PROMOTING PLACEMENT STABILITY**

- Ability to adjust to the impact of caregiving on caregiver and family
- Ability to cope with ongoing stress related to caregiving
- Knows how foster caregiving can affect relationships in the extended family and in the community
- Knows how to develop and use a support system to help manage stress and prevent family crisis
- Ability to help children adjust to caregiver's home
- Ability to prevent family crisis in the caregiving home
- Ability to resolve family crisis safely in the caregiving home

- Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain
- Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**927:            CULTURAL FOUNDATIONS**

- Ability to recognize the impact of culture for a child and family
- Ability to interact with children and their families in a culturally supportive way
- Ability to help children resolve issues related to cultural differences

- Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain
- Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**928:            PRIMARY FAMILIES**

- Ability to support contacts between children and their primary families
- Ability to work with primary families towards permanency

- Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain
- Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**929:            PERMANENCY OPTIONS FOR CHILDREN IN CARE**

- Ability to assist the child welfare team in achieving the most appropriate permanency goal for the child
- Ability to determine if adoption is an option for the caregiving family

- Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain
- Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**SECTION II: Specialized Competencies for Foster Parents**

**940:            SPECIALIZED PARENTING STRATEGIES**

- Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain
- Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**941:            BUILDING SELF-RELIANCE, RESILIENCE, AND INDEPENDENCE IN CHILDREN**

- Ability to help children and adolescents develop skills and relationships needed to thrive in adulthood

- Ability to provide support to adolescents/young adults as they prepare to live on their own
- Ability to help emancipating youth locate resources and networks
- Ability to help emancipating youth find suitable independent living arrangements

Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**942: CARING FOR ADOLESCENTS WHO ARE PREGNANT OR PARENTING**

- Ability to provide care to pregnant adolescents
- Ability to provide care to parenting adolescents

Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**943: CARING FOR CHILDREN WHO HAVE BEEN MALTREATED**

- Ability to care for a child who has been physically abused
- Ability to care for a child who has been neglected
- Ability to care for a child who has been sexually abused
- Ability to help child victims of sexual abuse resolve emotional and behavioral problems
- Unique considerations for caregivers who are caring for sexually abused children

Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**944: CARING FOR CHILDREN WHO HAVE SEXUAL ABUSED OTHERS**

- Ability to provide care to children who have sexually abused other children
- Ability to provide a safe environment for all members of the caregiving family

Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**945: CAREGIVER TRAINING ON FAMILY SAFETY**

- Ability to maximize safety of family members in the home
- Ability to recognize when personal safety may be at risk

Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**946: PROVIDING CARE TO CHILDREN WHO HAVE FRAGILE MEDICAL CONDITIONS**

- Ability to provide care to children who have fragile medical conditions
- Ability to help the child and family members cope with emotional reactions to the medically fragile condition
- Ability to participate as a member of the treatment team for a child with a fragile medical condition

Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development

Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**947: CAREGIVER TRAINING IN MANAGING PLACEMENT TRANSITIONS**

- Ability to assist in reunifying the child with his primary family or kinship family
- Ability to prepare a child to leave the caregiver's home and join her adoptive family or next caregiving family
- Ability to help the child re-join the family after reunification fails

Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                  Needs Considerable Development    Uncertain

Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                  Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**948: PROMOTING POST-ADOPTION FAMILY STABILITY**

- Ability to make the transition from caregiving family to adoptive family
- Ability to cope with the ongoing stress related to adoptive parenting
- Ability to help the child cope with adoption-related stress
- Ability to resolve issues of infertility

Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                  Needs Considerable Development    Uncertain

Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                  Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**949: ENHANCING CHILDREN'S CONNECTIONS**

- Ability to work with siblings of children in care
- Ability of foster and kinship caregivers to work with primary parents and extended family members to promote permanence and well-being for the child
- Ability to talk with placed or adopted children about their history and birth families
- Ability to manage a range of openness in caregiver and adoptive placements
- Ability to help children search for birth family members

Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                  Needs Considerable Development    Uncertain

Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                  Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**950: LEGAL AND ETHICAL ISSUES FOR CAREGIVERS**

- Ability to participate in juvenile court hearings for foster or kinship children
- Ability to protect oneself from legal liability and defend against allegations of wrongdoing

Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                  Needs Considerable Development    Uncertain

Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                  Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**951: COACHING AND MENTORING PRIMARY FAMILIES AND OTHER CAREGIVING FAMILIES**

- Ability to plan and conduct coaching and mentoring to help primary families and caregivers increase their knowledge and skills

Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                  Needs Considerable Development    Uncertain

Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                  Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**952: PREVENTING PLACEMENT DISRUPTION**

- Ability to help children adjust to caregiver's home
- Ability to help build relationships among all children in the home
- Ability to detect early signs that a placement is breaking down, and to take action to save the placement

Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**SECTION III: Related Competencies for Foster Parents**

**980: CAREGIVER TRAINING ON WRITTEN AND VERBAL COMMUNICATION**

- Ability to write clear and accurate caregiver reports for the case record
- Ability to verbally communicate with the child's family, agency staff, and community members

Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**981: CAREGIVER/ADOPTIVE PARENT TRAINING ON CULTURE AND DIVERSITY**

- Ability to work toward cultural competence
- Ability to understand families from diverse cultures
- Ability to understand issues of refugees or immigrants

Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**983: CAREGIVER/ADOPTIVE PARENT TRAINING ON DEVELOPMENTAL DISORDERS**

- Ability to provide care to children with developmental disorders
- Ability to obtain assessments, treatment, and services for children who have developmental disorders
- Ability to identify developmental disabilities in adults
- Ability to support parents with developmental problems

Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**984: CAREGIVER/ADOPTIVE PARENT TRAINING ON COMMUNITY VIOLENCE, GANGS, AND CULTS**

- **984-01:** Ability to care for youth who are involved in gangs or cults

Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**985: CAREGIVER/ADOPTIVE PARENT TRAINING ON HUMAN SEXUALITY**

- Ability to help children and adolescents with the development of a healthy sexual identity

Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Parent #2: Exceptional Ability      Able to meet Expectations      Needs Some Development  
Needs Considerable Development      Uncertain

Comments: \_\_\_\_\_

**987: EFFECTS OF ADOPTIVE PARENTING AND CAREGIVING ON FAMILIES WITH DIVERSE STRUCTURES**

- Ability to manage caregiving/adoptive parenting as a single parent
- Ability to manage roles of parent and spouse/partner

Parent #1: Exceptional Ability      Able to meet Expectations      Needs Some Development  
Needs Considerable Development      Uncertain

Parent #2: Exceptional Ability      Able to meet Expectations      Needs Some Development  
Needs Considerable Development      Uncertain

Comments: \_\_\_\_\_

**988: CAREGIVER/ADOPTIVE PARENT TRAINING ON SUBSTANCE ABUSE**

- Ability to recognize signs of alcohol and drug abuse
- Ability to work with parents who abuse drugs or alcohol
- Ability to provide care to children who abuse drugs or alcohol
- Ability to recognize signs of alcohol and drug abuse

Parent #1: Exceptional Ability      Able to meet Expectations      Needs Some Development  
Needs Considerable Development      Uncertain

Parent #2: Exceptional Ability      Able to meet Expectations      Needs Some Development  
Needs Considerable Development      Uncertain

Comments: \_\_\_\_\_

**989: SELF-CARE FOR CAREGIVERS AND ADOPTIVE PARENTS**

- Ability to organize time to complete caregiver tasks
- Ability to take care of the personal stress often found with caregiving

Parent #1: Exceptional Ability      Able to meet Expectations      Needs Some Development  
Needs Considerable Development      Uncertain

Parent #2: Exceptional Ability      Able to meet Expectations      Needs Some Development  
Needs Considerable Development      Uncertain

Comments: \_\_\_\_\_

**990: CAREGIVER/ADOPTIVE PARENT TRAINING ON HEALTH ISSUES**

- Ability to recognize illnesses or conditions in children
- Ability to care for children with an illness or medical condition
- Ability to help children and adolescents obtain treatment for Sexually Transmitted Infections (STI's)

Parent #1: Exceptional Ability      Able to meet Expectations      Needs Some Development  
Needs Considerable Development      Uncertain

Parent #2: Exceptional Ability      Able to meet Expectations      Needs Some Development  
Needs Considerable Development      Uncertain

Comments: \_\_\_\_\_

**991: CAREGIVER/ADOPTIVE PARENT TRAINING ON TRAUMA**

Parent #1: Exceptional Ability      Able to meet Expectations      Needs Some Development  
Needs Considerable Development      Uncertain

Parent #2: Exceptional Ability      Able to meet Expectations      Needs Some Development  
Needs Considerable Development      Uncertain

Comments: \_\_\_\_\_

**993: CAREGIVER/ADOPTIVE PARENT TRAINING ON DOMESTIC AND FAMILY VIOLENCE**

- Ability to recognize the signs and impact of domestic violence

Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**994: CAREGIVER/ADOPTIVE PARENT TRAINING MEETING CHILDREN'S EDUCATIONAL NEEDS**

- Ability to support children in regular school settings
- Ability to advocate for child's fair treatment in school
- Ability to help the child cope with the stresses of school and encourage continued education
- Ability to ensure children in care receive special educational programs, services, and accommodations, as needed
- Ability to help teens apply to colleges or universities

Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

**995: CAREGIVER/ADOPTIVE PARENT TRAINING ON MENTAL HEALTH PROBLEMS**

- Ability to provide care to children with emotional, behavioral, or thought disorders
- Ability to recognize and respond to indicators of mental health problems in children
- Ability to provide a therapeutic environment for children with mental health problems
- Ability to identify mental health problems in adults
- Ability to provide a therapeutic environment for children with mental health problems

Parent #1:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Parent #2:    Exceptional Ability            Able to meet Expectations            Needs Some Development  
                   Needs Considerable Development    Uncertain

Comments: \_\_\_\_\_

Parent #1 Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Parent #2 Signature: \_\_\_\_\_ Date: \_\_\_\_\_



*Please return this to your Placement Caseworker. Thank You for taking the time to complete this assessment! The Placement Caseworker will use the information you provided in this assessment to develop your Individualized Training Plan.*

**SECTION IV: Training Plan**

Foster Caregivers:

Agency Representative:

Date of Review:

Certification Period:

Revised 5.26.2011

The purpose of this form is to be used as (1) an Individualized Training Needs Assessment of each foster caregiver; and (2) a Training Plan for each caregiver to complete during their two year certification period.

The ITNA and Training Plan must be completed for the initial and all recertification reviews.

Family Strengths and Areas of Growth/Concern:

**Parent #1:** Must complete the following sections as determined by the ITNA:

- 922 923 924 925 926 927 928 929 940 941 942 943 944 945 946 947  
948 949 950 951 952 980 981 983 984 985 987 988 989 990 991 993 994  
995 Other: Any other courses as appropriate: \_\_\_\_\_

**Parent #2:** Must complete the following sections as determined by the ITNA:

- 922 923 924 925 926 927 928 929 940 941 942 943 944 945 946 947  
948 949 950 951 952 980 981 983 984 985 987 988 989 990 991 993 994  
995 Other: Any other courses as appropriate: \_\_\_\_\_

**SECTION V:**

Criteria used to ensure that the foster parent has successfully completed the sections determined by the ITNA consist of the following:

- Training Certificates  Completed Ongoing Training forms (e.g. Community Information and Education Programs; Internet Article Review Guide; Video Training Review Guide; Book or Pamphlet Review Guide)

The training courses are available to foster caregivers at reasonable times and places as outlined in our Foster Care Policy.

**SECTION VI: # Training Hours Needed and Any Waiver of Training Hours**

**Foster Parent #1** number of training hours needed: \_\_\_\_\_

Waiver of training hours. (In order to waive up to eight (8) hours of training, the foster caregiver must be in compliance with 5101:2-5-33 (H) )  
Number of hours waived (8 hours maximum): \_\_\_\_\_

The caregiver meets **ALL** of the following requirements for a waiver:

- Caregiver has provided care for at least two years;
- Caregiver has provided foster care for a child for at least 90 days of the 12 month period preceding the date of the waiver;
- Caregiver has not violated any requirements governing certification of foster homes in the 12 months preceding the waiver;
- Caregiver is in full compliance with the needs assessment and continuing training plan for the preceding certification period

Mentoring training hours. A foster caregiver may complete up to twenty per cent of their continuing training requirements by teaching one or more training classes to other foster caregivers or by providing mentoring services to other foster caregivers. The caregiver meets **ALL** of the following requirements:

- The foster caregiver must have at least two years experience as a certified foster caregiver,
- have at least two child placements in their foster home, be a currently certified foster home,
- not be under a corrective action plan by a recommending agency
- not be under investigation for a violation of state statute or rule by Washington County Children Services or Ohio Department of Job and Family Services.

Number of hours waived: \_\_\_\_\_

**Parent #2** number of training hours needed: \_\_\_\_\_

Waiver of training hours. (In order to waive up to eight (8) hours of training, the foster caregiver must be in compliance with 5101:2-5-33 (H) )  
Number of hours waived (8 hours maximum): \_\_\_\_\_

The caregiver meets **ALL** of the following requirements for a waiver:

- Caregiver has provided care for at least two years;
- Caregiver has provided foster care for a child for at least 90 days of the 12 month period preceding the date of the waiver;
- Caregiver has not violated any requirements governing certification of foster

4.  homes in the 12 months preceding the waiver;  
 Caregiver is in full compliance with the needs assessment and continuing training plan for the preceding certification period.

Mentoring training hours. A foster caregiver may complete up to twenty per cent of their continuing training requirements by teaching one or more training classes to other foster caregivers or by providing mentoring services to other foster caregivers. The caregiver meets **ALL** of the following requirements:

1.  The foster caregiver must have at least two years experience as a certified foster caregiver,
2.  have at least two child placements in their foster home, be a currently certified foster home,
3.  not be under a corrective action plan by a recommending agency
4.  not be under investigation for a violation of state statute or rule by Washington County Children Services or Ohio Department of Job and Family Services.

Number of hours waived: \_\_\_\_\_

Foster Parent 1 – Training Hours Required: \_\_\_\_\_

Foster Parent 2 – Training Hours Required: \_\_\_\_\_

\_\_\_\_\_  
Foster Parent Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Foster Parent Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Assessor Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Placement Supervisor Signature

\_\_\_\_\_  
Date