SAFETY
ORGANIZED
PRACTICE

2017-2018 TRAINING
AND SUPPORT SERVICES

NORTHERN
CALIFORNIA
TRAINING
ACADEMY

UC DAvis
EXTENSION
CENTER FOR HUMAN SERVICES

CONTINUING AND PROFESSIONAL EDUCATION
SAFETY ORGANIZED PRACTICE 2017-2018

The Northern California Training Academy, a leader in the development and implementation of Safety Organized Practice, is founded on three basic principles:

- Safety
- Teaming/Collaborative Practice
- Engagement

In support of these principles, Safety Organized Practice (SOP) aims to build and strengthen partnerships with the child welfare agency and within a family by involving their informal support networks of friends and family members. A central belief of SOP is that all families have strengths. SOP integrates strategies and techniques that align with the belief that a child and his or her family are the central focus, and that the partnership between the agency and the family exists in an effort to find solutions that ensure safety, permanency and well-being for children.

Training to Support the Successful Implementation of Safety Organized Practice

Child welfare stakeholders’ ability to successfully practice SOP in their day-to-day interactions with families requires the integration and skill development of various evidence-based practices that facilitate the development of relationships, including:

- Appreciative Inquiry
- Child and Family Engagement
- Consultation and Information Sharing Framework
- Cultural Humility
- Group and Interactional Supervision
- Motivational Interviewing
- Red Teams
- Solution Focused Practice
- Structured Decision Making
- Trauma Informed Practice

In addition to training, successful implementation depends on supportive leadership, policies and the culture of a learning organization to support the skill development and coaching of staff. There are four stages to full, infrastructure-wide implementation:

- Exploration
- Preparation
- Initial Implementation
- Full Implementation

To support Northern California counties’ full implementation of SOP in 2017-2018, the Northern California Training Academy will be offering the following training and support opportunities.
SOP OFFERINGS 2017-2018

**Foundational SOP Courses**

**SOP Foundational Institute**

Now a part of common core curriculum for all new social workers in Northern California, this two-day foundational training helps participants understand how the development of good working relationships with families and the creation of detailed plans for enhancing safety will allow for rigorous and thorough casework practice.

In addition to being offered as part of the Core Program for new social workers in Northern counties, the SOP Foundational Institute is scheduled regularly throughout the year for child welfare stakeholders interested in gaining a solid foundational understanding of this integrated and promising evidence-based approach.

**Advanced SOP Courses**

*Please note that completion of the SOP Foundational Institute is a prerequisite for enrolling in any of the following advanced courses.*

**NEW!** Behavioral-Based Case Plans

Facilitating the development of case plans that are customized, behavior-focused and family-centered requires skill and expertise in applying SOP strategies, utilizing SDM assessment tools, and writing and developing behavioral objectives. This one-day workshop will focus on engaging families in behavioral case plans by blending these interrelated strategies throughout the flow of practice.

**Family Meeting Facilitation: Part 1**

This is a two-day experiential training for social workers who facilitate any type of formal or informal Family Team Meetings (FTMs) in child welfare agencies. This workshop will provide participants with a solid foundation of theory and facilitation skills for immediate use in helping groups solve problems and build agreement to enhance the safety of children in a way that engages families.

**Family Team Meeting Facilitation: Part 2**

This training serves as a one-day follow-up session for participants who previously attended Family Meeting Facilitation Part 1 and will offer participants an opportunity to deepen their practice in using SOP in family meetings through focused skill-building and collaborative learning.

**Group Supervision**

Group supervision is an essential tool supervisors can use to enhance the implementation and practice of SOP, primarily that of critical decision-making. This one-day training will explore the process of group supervision within a child welfare context and provide a framework for organizing the work of group supervision.

**Interviewing Children and Building Networks of Support**

This hands-on, skills-based class focuses on several best practice tools and strategies for interviewing children. Additionally, this half-day class will focus on developing a support system for families, which involves identifying people who care about and can support the family in achieving and maintaining safety for their children.

**Mapping for Safety Using the Consultation and Information Sharing Framework**

This one-day training offers participants an opportunity to practice and improve their skills in safety mapping with families. Further, participants will understand how safety mapping is not a form or a single event, but rather a facilitated conversation and process that happens throughout the life of a case.

**RED Teams**

This one-day training introduces participants to the RED (Review, Evaluate and Direct) team—a collaborative decision-making strategy to respond proportionally to allegations of maltreatment within a differential response system. The members of the RED team are charged with reviewing, evaluating and...
directing (RED) all cases that have been accepted through intake screening and provides both structure and process in review of alleged reports of child maltreatment, evaluation of the available information, and direction regarding the agency response. RED team implementation strategies and first steps will be explored.

**Safety Planning**
This hands-on, half-day workshop is specifically geared toward child welfare direct service staff, supervisors and family meeting facilitators and will engage participants in both a dialogue about and allow for practice in creating meaningful and comprehensive safety plans which are rigorous, collaborative and sustainable.

**Solution Focused Questions and Cultural Humility**
This half-day workshop provides participants with an opportunity to practice utilizing a solution focused and culturally humble approach to obtaining information from children and families as a part of the safety/case planning process. Participants will learn techniques to ask skillful, culturally humble questions to empower the child, youth, young adult and/or family to direct their own change process while in the child welfare system.

**NEW! SOP and Family Violence**
This course will help participants learn how to apply SOP strategies and tools to assess for safety and risk and create survivor and child centered safety and case plans.

**NEW! SOP Assessment and Engagement Strategies**
This half-day workshop provides participants with an opportunity to practice and refine their skills in critical thinking and analyzing multiple sources of information to conduct balanced and rigorous assessments to inform safety and/or case planning.

**NEW! Entry into Care / Reunification**
This half-day workshop provides participants with an opportunity to practice and refine their skills in family engagement, assessment and case/safety planning during the Entry into Care/Reunification phase of child welfare services.

**NEW! SOP for Intake / Hotline Workers**
This hands-on, skills-based class offers participants advanced training in the use of solution focused inquiry and SOP documentation strategies for intake/hotline staff.

**NEW! SOP for Permanency Planning**
This half-day workshop provides participants with an opportunity to practice and refine their skills in family engagement, assessment and case/safety planning during, before and after the transition to Permanency Planning services.

**SOP in the Courts**
Using safety mapping, harm and danger/risk statements, safety planning and the Three Houses tool, this one-day workshop offers participants an opportunity to practice integrating these safety practices into case plans and court reports.

**Three Questions, Harm and Danger/Risk Statements, Safety Goal**
This training provides participants with an opportunity to practice interviewing for safety and risk/danger while engaging families and incorporating harm and risk/danger statements and safety goals into child welfare practice with families and their support networks in court reports, case plans, family facilitated meetings and in their work with community partners.

**Visitation: Keys to Permanency**
This one-day class is designed to support advanced SOP practitioners who would like to learn practical and tangible ways to incorporate the principles within SOP into daily visitation work with families. This visitation framework acknowledges past and current trauma for both parents and children, the worries that families may have about visitation, and the need to create the most effective visitation plan possible in a short time frame.
SERVICES TO SUPPORT SOP IMPLEMENTATION

Quarterly Regional Learning Collaboratives

Beginning September 19, 2017, this year-long (quarterly) series will offer child welfare stakeholders and their community partners a collaborative learning forum in which to share their successes, learn from one another’s experiences and discuss their challenges. Participants will benefit from enhancing their knowledge on SOP implementation approaches and developing collaborative solutions to shared challenges across jurisdictional contexts.

While the topics will be largely determined by the collaborative itself, we are excited to announce that the kickoff collaborative on September 19 will feature Nicki Weld, creator of the Three Houses information gathering tool, who will facilitate a discussion on engagement and identification of trauma with children and youth.

We look forward to working with you throughout this unique collaborative learning series in 2017-2018.

Ongoing Support for Continuous Quality Improvement

Full implementation requires a strong Continuous Quality Improvement process, including tools and strategies for identifying the depth and rigor of the practice. To support this effort, the Northern California Training Academy has developed the following:

- Readiness Assessment
- Implementation Assessment
- Case Review Tool for SOP
  - Includes interview with social worker and review of documentation
- Supervisor Fidelity Check List
  - In-time review of practice rigor
- Practice Profiles with specific behavioral measures identified for areas practice
  - Informs rigor and depth of social workers’ practice
- Practice Briefs, including tips for supervisors and staff

In an effort to gain a strong understanding of your agency’s current fidelity and rigor of implementation of SOP, and identify areas for additional development through training and coaching, the Northern Academy would be happy to review the tools, strategies for assessment and the development of an improvement plan. If you are interested in this type of technical assistance, please contact the Academy at academy@ucdavis.edu.

Coaching Support

The Academy offers county-specific coaching on SOP implementation and strategies throughout Northern California. Coaches are both experts in the topic of SOP and have specialized training in coaching strategies with the focus of optimizing growth and learning. Coaching is typically focused on building the skills of supervisors to lead units dedicated to integrating the engagement strategies and concepts into daily practice with children and families. Coaching can also be used to build social worker skills. To learn more about using or increasing SOP coaching, please contact the Northern California Training Academy at (530) 757-8725 or academy@ucdavis.edu.

SOP Resources

The Academy’s new resource page provides SOP news, publications, videos, tips, tools, practice briefs and course materials related to SOP in child welfare. To access the page, visit www.oercommons.org/hubs/chs and simply type “sop” into the search.
For more information or to enroll

Please visit the Northern California Training Academy’s SOP section at https://humanservices.ucdavis.edu/program-sections/1531.

If you have questions about specific SOP offerings or would like to request technical assistance, please contact Lisa Tadlock at lmtadlock@ucdavis.edu or Susan Brooks at sbrooks@ucdavis.edu.

To learn more about the Northern California Training Academy and access all of our trainings, services and resources, please visit the main Academy website at humanservices.ucdavis.edu/academy.

About the Northern California Training Academy

As part of the Center for Human Services at UC Davis Extension, the Northern California Training Academy provides training, research, evaluation and consultation to 29 Northern California counties and two tribes. The counties include rural and urban counties with various training challenges for child welfare staff. The Academy recognizes the priority need for integrated training across disciplines in the region, and we are committed to delivering high-level training and other professional services to meet counties’ needs.

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