

TRAINING OVERVIEW

UPFRONT: eLEARNING AND DISCUSSION GUIDES

In order to adequately prepare staff for in-service classroom training the department has structured a series of eLearning Modules introducing new terminology, definitions and foundational safety constructs. Correspondingly, each eLearning module has an accompanying discussion guide which is to be completed within a week of viewing the module. The discussion guides contain additional reference material and challenge learners with applying the new concepts in actual practice. Supervisors and/or safety practice experts (SPEs) will facilitate the small group learning activity between eLearning modules. As modules 2-4 build off content previously covered the modules should be viewed sequentially starting 30 days prior to attending classroom training and ending with Module 4 the week preceding in-service training.

Module 1: Information Domains and Information Collection

Module 2: Present and Impending Danger, Child Vulnerability and Protective Capacity

Module 3: Critical Thinking in Safety Decision Making

Module 4: Safety Planning

IN-SERVICE CLASSROOM TRAINING

Classroom training (8 to 10 days provided in two day segments on a weekly basis) is designed to build on the core concepts introduced in the e-Learning series. The primary focus of in-service training is on the family functioning assessment and how it is used in safety assessment and safety management.

ONGOING: SUPERVISORY CONSULTATION

Supervisory consultation activities are essential to ensure the transfer of knowledge and basic skills acquired by staff in a classroom setting to actual application in practice with real families. Supervisory practice is being redesigned to shift supervisory duties from a compliance based, task oriented focus to empowering supervisors to build competency, support independence and promote critical thinking in their staff. Supervisors will assess worker competence in meeting key information standards (information sufficiency, information validation and information reconciliation) and in applying the core safety constructs (present and impending danger, child vulnerability and caregiver protective capacity) with fidelity to safety assessment, safety planning and safety management.

DOCUMENTING TRAINING AND CONSULTATION HOURS

A new training tracking system has been developed in FSFN (Florida Safe Families Network) to allow staff to document all training completed, including e-learning and supervisory consultation sessions. Staff can access the training screen by clicking on "Create>Worker Training>Individual Training Plan." Functionality includes the ability to search courses, enter course completion dates, and export the individual training history into an excel spreadsheet.