

DEPARTMENT OF CHILDREN  
AND FAMILIES



ACADEMY FOR  
COMMUNITY PARTNERS

FALL CATALOG  
OCTOBER- DECEMBER 2024



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## OCTOBER TRAINING COURSES

(PLEASE CLICK THE COURSE TITLES TO REGISTER)

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<a href="#">Worker Safety and Well Being</a>	10/10/24
<a href="#">Autism Awareness Series: Resources for Individuals with Autism Spectrum Disorder</a>	10/11/24
<a href="#">First Aid/ CPR Adult, Child, and Infant AED</a>	10/15/24
<a href="#">Poverty is Not Neglect *****</a>	10/16/24
<a href="#">CAPTA Training</a>	<b>10/16/24</b>
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<a href="#">Faces and Voices of Recovery (FVR): Our Stories Have Power - Recovery Community Messaging</a>	10/23 & 24/2024
<a href="#">Advancing Anti-Racism in Child Welfare</a>	10/29/24
<a href="#">What You Need to Know About Serving Children with Developmental Disabilities within Child Welfare</a>	10/30/24
<a href="#">Quality Parenting Initiative (QPI) 101 *****</a>	10/31/24

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## NOVEMBER TRAINING COURSES (PLEASE CLICK THE COURSE TITLES TO REGISTER)

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<a href="#">Implicit Bias</a>	11/7/24
<a href="#">Early Childhood Development: Child Development Milestones and Basic Baby Care</a>	11/12/24
<a href="#">Emotional Intelligence Foundations</a>	11/13/24
<a href="#">ABCD Child Safety Practice Model</a>	11/13/24
<a href="#">Unique Dynamics of Kinship Care</a>	11/15/24
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<a href="#">Street Gang Intelligence Training</a>	11/20/24
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<a href="#">Mindfulness: The Practice of Being Present</a>	11/29/24





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## DECEMBER TRAINING COURSES

(PLEASE CLICK THE COURSE TITLES TO REGISTER)

COURSE TITLE	DATE(S)
<a href="#">The Power of Words: The Long-Term Implications</a>	12/5/24
<a href="#">What You Need to Know About Serving Children with Developmental Disabilities</a>	12/5/24
<a href="#">Worker Safety and Well Being</a>	12/5/24
<a href="#">Intersectionality: Dissecting Social Identity to Produce Better Outcomes for Families</a>	12/6/24
<a href="#">Re-certification First Aid/ CPR Adult, Child and Infant/ AED</a>	12/10/24
<a href="#">Social Media Awareness for Staff</a>	12/11/24
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<a href="#">Mindfulness: The Practice of Being Present</a>	12/13/24
<a href="#">Understanding Our Work with Children and Families within the Deaf and Hard of Hearing Population</a>	12/17/24
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<a href="#">Poverty is Not Neglect *****</a>	12/19/24
<a href="#">ABCD Child Safety Practice Model</a>	12/20/24



# GENERAL INFORMATION

## Logging on to the Webinar

Microsoft Teams and Zoom will be utilized to conduct the DCF webinars.

For directions in how to download ZOOM, please [click here](#).

When you register, you will receive an automatic confirmation email with the link for the webinar.

## Certificate Requirements

The number of credits awarded by the NASW for continuing education purposes are identified within the course description. In situations where applications are in process, but not yet approved by the NASW, the notation is 'pending'.

Non-DCF staff must indicate to the trainer that they are interested in the CEU hours and certificates will be emailed to you within **45 days** after the training is complete.

For Non-CEU courses, a certificate of completion is offered to Non-DCF Staff after the completion of the course upon request.



# GENERAL INFORMATION

## ATTENDANCE

### TRAININGS RECOMMENDED FOR PARENTS ARE IDENTIFIED BY ASTERISKS\*\*\*\*\*

#### Participants' Responsibility

It is expected that participants will demonstrate dependability by logging onto training on time, returning from breaks on time, and completing the full training class. Tardiness shall only be excused in the event of an emergency with approval from supervisory staff.

#### Academy Responsibility

The Academy reserves the right to:

- \* deny admission to a participant who is late for a training by removing this participant from the classroom or webinar. If a CWT does remove a participant, the CWT will notify that participant's supervisor regarding this event by the end of the day.
- \* [request participants to turn on their web camera.](#)
- \* mark a participant "unsuccessful" if they leave a training early, log out of the webinar early without permission or appear to not be actively involved in the webinar session.

#### Priority Seating/Placement

In the event a course is full, the DCF Academy reserves the right to prioritize seating for DCF staff whose job responsibilities are most closely related to the course topic.

#### Parking DCF Academy – Central Office, Hartford Location

Unless specifically notified by the AWD, all persons attending training at the DCF Academy in Hartford must park in the Hudson Street Parking.

#### Parking SOTA Academy – 1 Long Wharf, New Haven Location

Unless specifically notified by the AWD, all persons attending training at the SOTA Academy in New Haven can park in the lot on site in any unmarked spots.

#### Entrance to the Building

**All persons entering the building must present a photo ID to the Security Guard.**

#### Disability Accommodations

If you need ADA Accommodations, please notify the Human Resources Division in writing. The Human Resources Division must have at least a 24-hour notice.

# OCTOBER 2024



## TRAUMA AND DE-ESCALATION

October 2, 2024 | 1pm-3pm | ZOOM | No CEC's  
Raenette Riddick

The purpose of this training is to raise the awareness of DCF credentialed providers regarding recognizing the relationship between a child's lifetime trauma history and their behaviors.

[CLICK HERE TO REGISTER](#)



## ABCD CHILD SAFETY PRACTICE MODEL

October 3, 2024 | 1pm-3:30pm | ZOOM | 2.5 CEC's  
Raenette Riddick

This virtual course will orient participants to the DCF Safety Practice Model, and how to utilize the associated Discussion Guides and Practice Profiles. Upon completion of the course, participants will understand the primary objectives of the model, be able to identify the eight guiding practice commitments, and understand the A-B-C-D paradigm and other key features. Recorded video, narrated power point, discussion questions, case vignettes, and structured transfer of learning activities will be utilized to engage participants and develop skills.

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## AUTISM AWARENESS: UNDERSTANDING AUTISM

October 4, 2024 | 10am-11:30am | Microsoft TEAMS | No CEC's  
Faces and Voices of Recovery

This session provides a high-level overview of the autism spectrum disorder, the diagnosis, symptomology, treatment considerations, approaches for challenging behaviors, and proactive and reactive strategies and how to ask the right questions.

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# OCTOBER 2024



## YOUTH FIRESETTING: WHAT WE NEED TO KNOW TO HELP THEM

October 4, 2024 | 9am-12pm | Central Office | No CEC's  
Ann Yeomans and Scott Yeomans

This course will offer participants a basic understanding of the extent of the problem of youth fire setting, why children and youth misuse fire, and specific interventions used by a Youth Set Fire Interventionist / Mental Health Practitioner. The information provided in this specific training is derived from the National Fire Academy (NFA) curriculum and

Clinical Interventions designed for those working with children and youth involved in the Child Welfare system. The course will be interactive, and participants will have an opportunity to identify "typologies" of the fire setting behavior and interventions based on the child's individual needs in the environment in which the youth or child lives.

[CLICK HERE TO REGISTER](#)



## WORKER SAFETY AND WELL BEING

October 10, 2024 | 1pm-3pm | ZOOM | No CEC's  
Raenette Riddick

It is important to understand the need to be safe in any situation. There are potential safety issues inherent with this job. There can be safety concerns in our client's home and within the office environment. This training should provide you with skills that you can use to effectively deal with crisis and make you aware of safety concerns.

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## AUTISM AWARENESS: RESOURCES FOR INDIVIDUALS WITH AUTISM SPECTRUM DISORDER

October 11, 2024 | 10am-11:30am | ZOOM | No CEC's  
Faces and Voices of Recovery

This session provides an overview of services and resources authorized in Connecticut for HUSKY Health Members with an autism diagnosis. This session is led by representatives from the Carelton Behavioral Health Autism Services Team and

includes an overview of the Department of Developmental Services (DSS) eligibility and services as well as an overview of the DSS Autism Waiver process.

[CLICK HERE TO REGISTER](#)

# OCTOBER 2024



## FIRST AID/ CPR ADULT, CHILD, AND INFANT AED

October 15, 2024 | 9am-4pm | CJTS | No CEC's

Raenette Riddick, Lindy O'Brien

The purpose of this class is to provide any non-medical individual with the necessary skills to recognize an emergency, perform rescue breaths and chest compressions, apply the Automated External Defibrillation machine to ensure an open airway, help a choking individual and the proper utilization of personal protective equipment. It also provides participants with basic first aid skills to

recognize, assess and prioritize the need for aid. Participants will learn to recognize an emergency, ensure personal safety is maintained when deciding to help. Participants will understand the concept of SETUP. (Stop, Environment, Traffic, Unknown Hazards, and Personal Safety).

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## POVERTY IS NOT NEGLECT\*\*\*\*\*

October 16, 2024 | 9am-4pm | ZOOM | 6 CEC's

Carleen Chisholm, Raenette Riddick

Poverty is a risk factor for child neglect, but poverty does not equal neglect. Poverty can make it more difficult for parents to meet their children's needs. However, poverty alone does not mean a child is unsafe, unloved, or that a parent lacks the capacity to care for their child.

[CLICK HERE TO REGISTER](#)



## FAMILY CARE PLANS AND CAPTA TRAINING

October 16, 2024 | 1pm-2:30pm | Zoom | No CEC's

Lauren Kittle/ SEPI CT Program Manager

"Recent changes to federal legislation around the Child Abuse Prevention and Treatment Act (CAPTA) and Comprehensive Addiction Recovery Act (CARA) have outlined new state mandates requiring data collection around the impact of substance exposed infants and development of Family Care Plans nationwide. In CT,

effective March 1, 2019, hospitals began submitting a notification to the Department of Children and Families at the time of the birth event when an infant is believed to have been substance exposed and/or displays withdrawal symptoms. This training will help community providers and health professionals better understand the impact of this legislation on the women and birthing persons we serve and be poised to help provide them with education around this mandate. Information will be provided on developing a comprehensive "Family Care Plan" prior to the time of their delivery.

[CLICK HERE TO REGISTER](#)

# OCTOBER 2024

## INFANT CARE AND CHILD DEVELOPMENT

October 18, 2024 | 1pm-3pm | ZOOM | No CEC's  
Raenette Riddick



As children grow physically, they also develop in their knowledge, skills, and behaviors. This 2-hour virtual course gives some basic development and infant care tips in learning more about how children grow and develop.

[CLICK HERE TO REGISTER](#)



## AUTISM AWARENESS: LIVING ON THE SPECTRUM

October 18, 2024 | 10am-11:30am | ZOOM | No CEC's  
Faces and Voices of Recovery

This session provides real-life accounts from a panel of parents of children with autism who have had to advocate and navigate the behavioral health system to access services and resources, as well as the many barriers and obstacles they have faced along the way. The panel members can inform the audience of their successes and failures in accessing the right services and resources. The session also includes an inspirational video of Russell Lehmann, an adult with autism, and how he has navigated the world of Autism. Training participants will have the ability to ask questions during this interactive session.

[CLICK HERE TO REGISTER](#)



## THE WHY, WHAT AND HOW OF THE STATE OF CT PROCUREMENT PROCESS

October 23, 2024 | 9am-12pm or 1pm-4pm | Carelon | No CEC's  
Susan Cunningham

This training is designed to de-mystify the state procurement process by reviewing the technical aspects of responding to a request for proposal (RFP). The target audience for this forum are non-profit community-based providers, especially grassroots and minority owned agencies, who are motivated to partner with DCF in the delivery of services to children and families. This forum will present an in-depth look into how DCF approaches procurement and how community partners can make the process work for them. Each 3-hour session will include walking through the state procurement process, the design of the RFP template, and hands-on demonstration of how proposals are reviewed and scored.

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# OCTOBER 2024



## FACES AND VOICES OF RECOVERY: OUR STORIES HAVE POWER - RECOVERY COMMUNITY MESSAGING

October 23 & 24, 2024 | 9am-12pm | ZOOM | 3 CEC's Pending  
Catherine Lovvorn, Lani Daly (Faces and Voices of Recovery)

Faces & Voices of Recovery's groundbreaking messaging training advances the recovery agenda. There is no more potent weapon against stigma than the thousands of people who have learned to use the Our Stories Have Power recovery messaging tools. Attendees sharpen their skills as recovery communicators, learning how to tell their story with a purpose.

[CLICK HERE TO REGISTER](#)

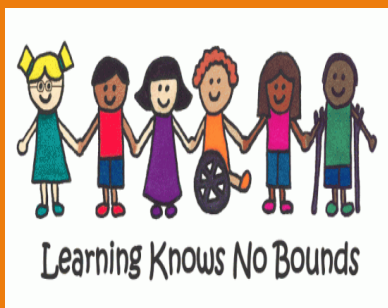


## ADVANCING ANTI-RACISM IN CHILD WELFARE

October 29, 2024 | 9am-1pm | ZOOM | No CEC's  
Raenette Riddick

To provide participants with a shared language and understanding of how to move towards anti-racist practices; to develop an understanding of privilege and implicit bias and discuss strategies for engaging in facilitating difficult race discussions.

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## WHAT YOU NEED TO KNOW ABOUT SERVING CHILDREN WITH DEVELOPMENTAL DISABILITIES WITHIN CHILD PROTECTION

October 30, 2024 | 9am-4pm | Central Office | 6 CEC's  
Colleen Drummond, William Seals

The purpose of this course is to enhance participant's capacity to engage, assess, advocate, and ensure appropriate service provision for Children with Developmental Disabilities and their families. Participants will strengthen their understanding and language regarding Developmental Disabilities while exploring their own implicit biases regarding persons living with disabilities. Specific Laws and Policies will be reviewed that will help Participants advocate for this vulnerable population. Participants will learn about the prevalence of Developmental Disabilities and how that impacts Child Welfare and their daily case practice. To enhance interview and assessment skills, Participants will be provided with techniques for interviewing children with Developmental Disabilities and will have an opportunity to practice these skills through case study, role play and processing. This course offers a multi-media experience offering a combination of live presentation, videos, personal and shared experiences to promote conversation, learning and skill building around this growing population. Participants will leave with a deeper understanding of the 4 most common Developmental Disabilities encountered in Child Protection, interview skills based on abilities, as well as concrete tools and resources.

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# NOVEMBER 2024



## QUALITY PARENTING INITIATIVE (QPI) 101\*\*\*\*\*

October 31, 2024 | 1pm - 4pm | ZOOM | No CEC's  
Raenette Riddick, Carleen Chisholm

QPI, the Quality Parenting Initiative, is a national movement for foster care change, made up of a network of states, counties and private agencies committed to ensuring that all children in care have excellent parenting and lasting relationships so they can thrive and grow.

QPI is built on the belief that excellent parenting with strong, positive relationships is the best intervention we can offer children to enable them to heal as they grow up to become adults. Creating a system that ensures excellent parenting requires the support and involvement of birth families, relative caregivers, foster families, young people, and others in the child welfare system.

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# NOVEMBER 2024



## FACES AND VOICES OF RECOVERY: MOTIVATIONAL INTERVIEWING SKILLS THAT PROMOTE PEER EMPOWERMENT

November 6, 2024 | 9am-4pm | Central Office | 6 CEC's Pending  
Faces and Voices of Recovery

Persuasion vs. Empowerment! This session will be an overview of the skills and techniques that give peers in recovery the tools and confidence to make their own healthy choices. Participants will gain an understanding of dynamic techniques such as reflective listening, using open-ended and meaningful questions, and the guiding principles of motivational interviewing.

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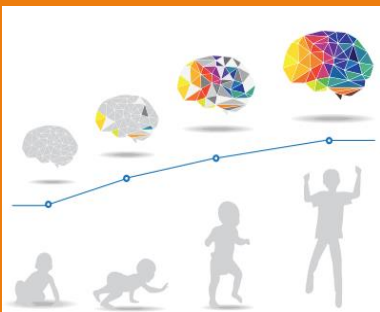


## IMPLICIT BIAS

November 7, 2024 | 1pm-4pm | ZOOM | 3 CEC's  
Raenette Riddick

Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. The goal of this training is to learn about implicit bias and to measure our implicit bias based on race, religion, gender, and a vast array of other areas.

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## EARLY CHILDHOOD DEVELOPMENT: CHILD DEVELOPMENT MILESTONES AND BASIC BABY CARE

November 12, 2024 | 1pm-4pm | ZOOM | 3 CEC's  
Colleen Drummond, Rachel Sanborn, Bethanne Vergeon

The growth and development milestones of children birth through five years of age will be explored as well as some of the factors that may impact typical/atypical development. This training will also consider what can cause the derailment of a child's development; and how a parent/caregiver can manage some of the challenging behaviors of young children. Do you want to know or refresh your memory and skills on how to care for an infant, change a diaper, feed, hold, or burp an infant? Then, this course is designed to demonstrate those tasks as well. Understanding why the early years are critical and the importance of providing the proper and practical care of our young children will aide participants in this training to better assess the basic needs of children.

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# NOVEMBER 2024

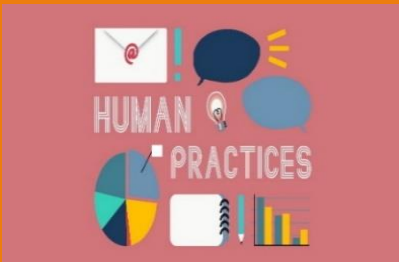


## EMOTIONAL INTELLIGENCE FOUNDATIONS

November 13, 2024 | 9am-12pm | ZOOM | No CEC's  
Stacie Watson, Alicia Davis (TLS)

Emotions drive our behavior and can either energize us or deplete us. In this session, participants learn how to identify their emotional states and explore how to not let their emotions 'control them'. Strategies for responding versus reacting to strong emotions will be shared. Self-management techniques and interpersonal skills will be explored to strengthen one's ability to cultivate meaningful relationships and decrease conflict with others.

[CLICK HERE TO REGISTER](#)



## ABCD CHILD SAFETY PRACTICE MODEL

November 13, 2024 | 9am-11:30am | ZOOM 2.5 CEC's  
Raenette Riddick

This virtual course will orient participants to the DCF Safety Practice Model, and how to utilize the associated Discussion Guides and Practice Profiles. Upon completion of the course, participants will understand the primary objectives of the model, be able to identify the eight guiding practice commitments, and understand the A-B-C-D paradigm and other key features. Recorded video, narrated power point, discussion questions, case vignettes, and structured transfer of learning activities will be utilized to engage participants and develop skills.

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## UNIQUE DYNAMICS OF KINSHIP

November 15, 2024 | 9am-4pm | ZOOM | 6 CEC'S  
Raenette Riddick

At the national and state level there is increasing recognition of the importance of safe family relationships to ensure children's success and well-being. Recognizing the critical role family plays, child welfare systems must strive to identify, locate, and engage kin to support children at all stages of the casework process. This

training addresses the benefits of kinship care and the unique challenges of preparing and supporting kin caregivers and family members in providing permanency. Skills demonstration and kinship case examples will be used to assist participants in applying key best practice approaches and strategies. Special topics include differences between kinship care and unrelated foster care and the critical role of the caseworker in engaging the kinship triad in achieving permanency.

[CLICK HERE TO REGISTER](#)

# NOVEMBER 2024



## WORKER SAFETY AND WELL BEING

November 19, 2024 | 1pm-3pm | ZOOM | No CEC's  
Raenette Riddick

It is important to understand the need to be safe in any situation. There are potential safety issues inherent with this job. There can be safety concerns in our client's home and within the office environment. This training should provide you with skills that you can use to effectively deal with crisis and make you aware of safety concerns.

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## TRAUMA AND DE-ESCALATION

November 20, 2024 | 1pm-3pm | ZOOM | No CEC's  
Raenette Riddick

The purpose of this training is to raise the awareness of DCF credentialed providers regarding recognizing the relationship between a child's lifetime trauma history and their behaviors.

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## STREET GANG INTELLIGENCE TRAINING

November 20, 2024 | 9am-12pm | Central Office | No CEC's  
Marc Williams, Sargent Daniel Papoosha

This training will discuss what you need to know about gangs and gang activity, with a focus on Connecticut. This presentation covers the structure, culture, and dynamics of prominent gangs and their subsets, gang activity and rivalries, and significant aspects of identification.

This course will also focus on areas including:

- Understanding gang and gang activity, with a focus on Connecticut
- Focus on structure, culture, and dynamics of prominent gangs
- Identifying gang subsets, gang activity and rivalries, and significant aspects of identification

[CLICK HERE TO REGISTER](#)



# NOVEMBER 2024



## UNTANGLING ROOTS: ETHNIC HAIR CARE AND THE LEGACY OF RACISM

November 21, 2024 | 9am-1:00pm | ZOOM | CEC's Pending  
Raenette Riddick

This interactive 4-Hour virtual workshop is designed to equip participants involved in child welfare with the essential knowledge and practical skills needed to care for ethnic hair. Ethnic hair is a vital part of identity, culture, and self-esteem. For children in foster care, especially in non-black or Brown households, proper hair care plays a crucial role in their overall well-being and sense of belonging. This workshop will also explore the cultural significance of ethnic hair including its connection to identity self-expression and cultural pride. Additionally, we'll address issues of hair discrimination and racism, empower participants to advocate for children in child welfare. Using breakout activities, and discussions about the intersection of hair are and racial sensitivity, this class will ensure that all participants leave feeling confident and equipped to support black and brown children involved in child welfare with respect, compassion, and cultural awareness.

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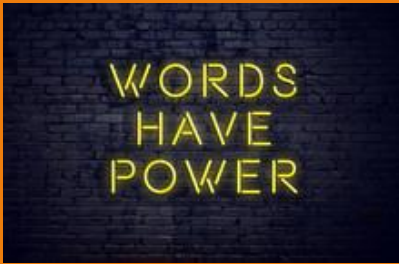
## MINDFULNESS: THE PRACTICE OF BEING PRESENT

November 29, 2024 | 9am-12pm | ZOOM | No CEC's  
Colleen Drummond

From Merriam Webster Dictionary: Mindfulness - "the practice of maintaining a nonjudgmental state of heightened or complete awareness of one's thoughts, emotions, or experiences on a moment-to-moment basis" In this course, we will explore the definition of mindfulness and delve into the benefits of developing a mindfulness practice. We will learn about the Buddhist roots of mindfulness and how it became a secular wellness strategy in the United States. In this course, we will explore the use of mindfulness in therapeutic modalities. We will also learn and practice several different mindfulness activities that can be easily incorporated into our busy and stressful DCF lives!

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# DECEMBER 2024



## THE POWER OF WORDS: THE LONG-TERM IMPLICATIONS

December 5, 2024 | 9am-4pm | Central Office | 6 CEC's (✓cc requirement)

Shaneka Hernandez

The words we choose and how we use them can build others up or tear them down; bring the community together or rip it apart. In this training, participants will explore how types of racial discrimination, and specifically those enacted through generalized statements, impact the lives of families of color and provide hands-on

knowledge and strategies to approach, address, and intervene when such acts are present.

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## WORKER SAFETY AND WELL BEING

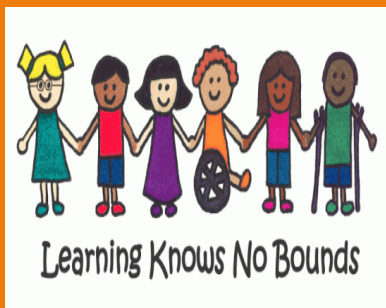
December 5, 2024 | 9am-11am | ZOOM | No CEC's

Raenette Riddick

It is important to understand the need to be safe in any situation. There are potential safety issues inherent with this job. There can be safety concerns in our client's home and within the office environment. This training should provide you with skills that you can use to effectively deal with crisis and make you aware of

safety concerns.

[CLICK HERE TO REGISTER](#)



## WHAT YOU NEED TO KNOW ABOUT SERVING CHILDREN WITH DEVELOPMENTAL DISABILITIES WITHIN CHILD PROTECTION

December 5, 2024 | 9am-4pm | ZOOM | 6 CEC's

Colleen Drummond, William Seals

The purpose of this course is to enhance participant's capacity to engage, assess, advocate, and ensure appropriate service provision for Children with Developmental Disabilities and their families. Participants will strengthen their understanding and

language regarding Developmental Disabilities while exploring their own implicit biases regarding persons living with disabilities. Specific Laws and Policies will be reviewed that will help Participants advocate for this vulnerable population. Participants will learn about the prevalence of Developmental Disabilities and how that impacts Child Welfare and their daily case practice. To enhance interview and assessment skills, Participants will be provided with techniques for interviewing children with Developmental Disabilities and will have an opportunity to practice these skills through case study, role play and processing. This course offers a multi-media experience offering a combination of live presentation, videos, personal and shared experiences to promote conversation, learning and skill building around this growing population. Participants will leave with a deeper understanding of the 4 most common Developmental Disabilities encountered in Child Protection, interview skills based on abilities, as well as concrete tools and resources.

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# DECEMBER 2024



## INTERSECTIONALITY: DISSECTING SOCIAL IDENTITY TO PRODUCE BETTER OUTCOMES FOR FAMILIES

December 6, 2024 | 9am-4pm | Central Office | 6 CEC's Pending  
D'Oyen Barrett, Gregory Curtiss

This training aims to provide participants with a deep understanding of intersectionality, its relevance in child protection, and practical strategies for incorporating intersectional perspectives into their work. It combines theoretical knowledge with interactive activities, case studies, and discussions to create a well-rounded and impactful learning experience. In addition, staff will be provided with essential information that is needed when it comes to creating a diverse and inclusive workplace.

[CLICK HERE TO REGISTER](#)



## RECERTIFICATION FIRST AID/ CPR ADULT, CHILD, AND INFANT AED

December 10, 2024 | 9am-12pm or 1pm-4pm | CJTS | No CEC's  
Lindy O'Brien, Raenette Riddick

For those previously certified through HSI and whose certification is not more than 30 days expired by the date of the training. (If not, the full day class is necessary) Recertification First Aid/CPR Adult, Child, and Infant/AED will provide any non-medical individual with the necessary skills to recognize an emergency, perform rescue breathes and chest compressions, apply the Automated External Defibrillation machine, ensure an open airway, aid a choking individual and the proper utilization of personal protective equipment. BASIC FIRST AID will provide any non-medically trained individuals with basic first aid skills to recognize, assess and prioritize the need for aid. Participants will learn to recognize an emergency, ensure personal safety is maintained when deciding to help. Participants will understand the "concept of SETUP (Stop, Environment, Traffic, Unknown hazards and Personal Safety)".

[CLICK HERE TO REGISTER](#)



## SOCIAL MEDIA AWARENESS FOR STAFF

December 11, 2024 | 9am-12pm | Central Office | No CEC's  
Marc Williams, Officer James White

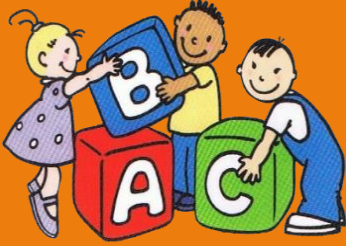
This training focuses on the personal use of social media in a manner that mitigates risk to the personal safety of DCF staff and their families.

[CLICK HERE TO REGISTER](#)

# DECEMBER 2024

## INFANT CARE AND CHILD DEVELOPMENT

December 12, 2024 | 9am-11am | ZOOM | No CEC's  
Raenette Riddick



As children grow physically, they also develop in their knowledge, skills, and behaviors. This 2-hour virtual course gives some basic development and infant care tips in learning more about how children grow and develop.

[CLICK HERE TO REGISTER](#)



## MINDFULNESS: THE PRACTICE OF BEING PRESENT

December 13, 2024 | 9am-12pm | ZOOM | No CEC's  
Colleen Drummond

From Merriam Webster Dictionary: Mindfulness - "the practice of maintaining a nonjudgmental state of heightened or complete awareness of one's thoughts, emotions, or experiences on a moment-to-moment basis" In this course, we will

explore the definition of mindfulness and delve into the benefits of developing a mindfulness practice. We will learn about the Buddhist roots of mindfulness and how it became a secular wellness strategy in the United States. In this course, we will explore the use of mindfulness in therapeutic modalities. We will also learn and practice several different mindfulness activities that can be easily incorporated into our busy and stressful DCF lives!

[CLICK HERE TO REGISTER](#)



## UNDERSTANDING OUR WORK WITH CHILDREN AND FAMILIES WITHIN THE DEAF AND HARD OF HEARING POPULATION

December 17, 2024 | 9am - 12pm | ZOOM | 3 CEC's (✓cc requirement)  
Colleen Drummond, Alvin Chege

Social work staff have a legal and ethical obligation to address the needs of diverse clients through nondiscriminatory and culturally competent lens. This 3-hour interactive webinar was crafted to support staff in developing and/or boosting

awareness on the specialized needs related to work within the Deaf and Hard of Hearing Population. This training will also include a subject matter expert to provide a deeper understanding of the Deaf and Hard of Hearing community.

[CLICK HERE TO REGISTER](#)



# DECEMBER 2024



## TRAUMA AND DE-ESCALATION

December 18, 2024 | 9am-11am | ZOOM | No CEC's  
Raenette Riddick

The purpose of this training is to raise the awareness of DCF credentialed providers regarding recognizing the relationship between a child's lifetime trauma history and their behaviors.

[CLICK HERE TO REGISTER](#)



## POVERTY IS NOT NEGLECT\*\*\*\*\*

December 19, 2024 | 9am-4pm | ZOOM | 6 CEC's  
Carleen Chisholm, Raenette Riddick

Poverty is a risk factor for child neglect, but poverty does not equal neglect. Poverty can make it more difficult for parents to meet their children's needs. However, poverty alone does not mean a child is unsafe, unloved, or that a parent lacks the capacity to care for their child.

[CLICK HERE TO REGISTER](#)



## ABCD CHILD SAFETY PRACTICE MODEL

December 20, 2024 | 1pm-3:30pm | ZOOM | 2.5 CEC's  
Raenette Riddick

This virtual course will orient participants to the DCF Safety Practice Model, and how to utilize the associated Discussion Guides and Practice Profiles. Upon completion of the course, participants will understand the primary objectives of the model, be able to identify the eight guiding practice commitments, and understand

the A-B-C-D paradigm and other key features. Recorded video, narrated power point, discussion questions, case vignettes, and structured transfer of learning activities will be utilized to engage participants and develop skills.

[CLICK HERE TO REGISTER](#)

# TRAINING SERIES



## FACES AND VOICES OF RECOVERY: RECOVERY READY WEBINAR SERIES

Multiple Dates | 10am-12pm | ZOOM | CEC's Pending  
Faces and Voices of Recovery

This 4-part webinar series explores the key topics for creating recovery ready workspaces in 2-hour sessions on these topics: 1. What is the Recovery Ecosystem? 2. Building Recovery Capital 3. Recovery-Friendly Workplaces 4. Policy Barriers and Solutions.

DATE	COURSE
October 30	<p><b>What is the Recovery Ecosystem?</b> This two-hour webinar defines recovery and the guiding principles and dimensions that support recovery. It identifies the levels of a Recovery-Ready Ecosystem model and current emerging practices in peer-recovery support services. Finally, it explains how stigma affects the recovery ecosystem and offers evidence-based interventions to enable effective advocacy for your recovery ecosystem. <a href="#">Click Here to Register</a></p>
November 13	<p><b>Building Recovery Capital</b> This two-hour webinar describes the types of recovery capital, the internal and external resources that can be drawn upon to initiate and sustain recovery. They include individual, physical, human, social, community, and cultural resources. The training explains how to assess individual recovery capital and how to build and maintain community relationships. <a href="#">Click Here to Register</a></p>
December 4	<p><b>Recovery-Friendly Workplaces</b> This two-hour webinar describes the ways employers can support people in recovery by creating recovery-ready workplaces. Employers don't need to work in isolation; they benefit by collaborating with other sectors of the community to address barriers to employment. The training discusses the benefits of hiring people in recovery and ways to cultivate a recovery friendly workplace. <a href="#">Click Here to Register</a></p>
December 11	<p><b>Policy Barriers and Solutions</b> This two-hour webinar discusses the background and origins of the recovery advocacy movement and its current priorities. The training presents effective advocacy methods and describes how to get involved in the recovery advocacy movement. Recovery community organizations advocate for culturally relevant models of treatment and care that affect the broader recovery movement. <a href="#">Click Here to Register</a></p>

# TEAM BUILDING, COACHING AND GROUP SUPERVISION



The Academy can offer professional coaching, integrated group supervision and team building. These sessions explore the essentials that team members and leaders need to understand for team success. Included in the session is discussion around the four stages of team development and how to understand and deal with different personalities on the team. Additionally, small group work identifies strengths and needs of the team. The results are developed into a plan of action and commitment based on personal ownership. \*\* To inquire about these sessions, please contact your office Academy Coach listed below\*\*



## QUESTION, PERSUADE, REFER (QPR)

QPR is a suicidal thinking, behavior, attempts prevention training for participants to be able to recognize the warning signs of Suicidal Thinking, Behavior, Attempts and question, persuade, and refer people at risk for Suicidal Thinking, Behavior, Attempts for help. QPR training teaches participants to: • Recognize the warning signs of suicide. • Ask tough questions and offer hope. • Get help and save a life. The QPR mission is to reduce suicidal behaviors and save lives by providing innovative,

practical, and proven suicide prevention training. The signs of crisis are all around us. We believe that quality education empowers all people, regardless of their background, to make a positive difference in the life of someone they know.

**\*\*To register for these courses please contact the Academy for Community Partners\*\***

Carleen Chisholm [Carleen.Chisholm@ct.gov](mailto:Carleen.Chisholm@ct.gov)

Raenette Riddick [Raenette.Riddick@ct.gov](mailto:Raenette.Riddick@ct.gov)

# ON-LINE TRAININGS

## HOME BASE-VETERAN AND FAMILY CARE THE TRAINING INSTITUTE

*The HOME BASE-Veteran and Family Care- The Training Institute* offers NASW certified asynchronous trainings at no charge to clinicians, social workers, health care professionals and community members throughout New England. These trainings also meet the NASW veteran service continuing education requirement.

Webinars are about one hour and range on all different topics:

- Military Culture
- PTSD
- Substance Use and Mental Health
- Trauma Treatment
- Traumatic Brain Injury



To access a training, please visit the [Home Base Training Institute](#). Click on the "**Resources**" tab. Then click on "**The Training Institute at Home Base**" tab. Scroll down and select a topic you would like to learn more about. Once you select a training course, you will need to create a **Psychiatry Academy** account. When your account is activated, you will be allowed to register and view the training.

After the training, you will be able to download your CEC Certificate.

For any other questions regarding how to access these trainings,  
please email [educationathomebase@mgb.org](mailto:educationathomebase@mgb.org)

# ON-LINE TRAININGS

## CHILD PROTECTIVE SERVICES - INVESTIGATIONS POLICY 34-2

The goal of this on-line training is for participants to understand the policy requirements related to the investigative track of DCF's Differential Response System (DRS). Throughout this training key points of Policy 34-2 will be reviewed, and important cross-referenced policies will be referenced.

Click the appropriate link below to begin this course:

[DCF Staff](#)

[Non-DCF Staff and Community Providers](#)

## INTIMATE PARTNER VIOLENCE POLICY AND PRACTICE GUIDE

The Working with Families impacted by Intimate Partner Violence (IPV) on-line training was designed to provide clear and concrete information and guidance to support comprehensive engagement and assessments with families impacted by Intimate partner violence. The information and tools presented reflect current data, trends, and research. This brief course supports information contained in the IPV Policy and Practice Guide. Upon completion, you will be better prepared to articulate the indicators of IPV; explain the impact of IPV on the non-offending partner, the offending partner and the children; the warning signs of teen dating violence; the importance of engagement and a thorough assessment; the cultural considerations in IPV; the importance of fostering a supportive and collaborative working relationship with IPV providers; the importance of safety planning; and the role of the RRG Intimate Partner Violence Specialists.

Click the appropriate link below to begin this course:

[DCF Staff](#)

[Non-DCF Staff and Community Providers](#)





# ON-LINE TRAININGS

## MOTIVATIONAL INTERVIEWING

Motivational Interviewing (MI) is a collaborative approach to helping people who are ambivalent about making decisions or changes in some area of their lives. During this interactive on-line course, participants will learn how to use MI to help move clients along a continuum of positive change. Additionally, participants will understand the difficulties associated with changing behaviors; as well as the relationship between the “Stages of Change” and MI. By the end of the training, participants will be able to develop strategies, questions, and the language associated with Motivational Interviewing.

Click the appropriate link below to begin this course:

[DCF Staff](#)

[Non-DCF Staff and Community Providers](#)

## OVERVIEW OF IMMIGRATION POLICIES, PROTOCOLS, AND PRACTICE WEB TRAINING

The purpose of this training is to provide legal and practice guidance to all case carrying, and support staff, working with immigrant and refugee families with varying legal statuses and needs in the State of Connecticut. This training is developed to support the DCF immigration Policy and Practice Guide 31-8-13 (Released May 2017). The information contained in this presentation is based on current federal and state statutes.

Click the appropriate link below to begin this course:

[DCF Staff](#)

[Non-DCF Staff and Community Providers](#)

## REASONABLE PRUDENT PARENT-STANDARD (RPPS) ON-LINE TRAINING

This asynchronous training will discuss the Reasonable and Prudent Parent Standard (RPPS). RPPS is defined as the standard characterized by careful and sensible parental decisions that maintain the health, safety and best interest of a child. Normal childhood activities are defined as extracurricular, enrichment, and social activities.

[Click here to begin this course](#)

# MEET THE ACADEMY'S STAFF



**Tracy Davis**, Director, LMSW, University of Connecticut School of Social Work

Tracy Davis has over 25 years of child protective service experience serving in various roles including social worker, supervisor, and program supervisor. For the past 15 years, she has successfully implemented and sustained nationally recognized and innovative workforce development initiatives as the Assistant Director of the Academy. In July 2019, she was promoted to Director of the DCF Academy. Mrs. Davis is an active member of the New England Child Welfare Association of Training Directors, and a newly appointed executive member of the National Staff Development and Training Association. Mrs. Davis also has over ten years' experience as an Adjunct Professor at The University of Bridgeport and Southern Connecticut State University.



**Kristine Rivera**, Assistant Director, LCSW, University of Connecticut School of Social Work

Kristine has been with DCF since November 2006. She left for a period to complete her master's degree in social work and returned to the Department in August 2008. As a Social Worker she worked in Ongoing Services and Adolescent Mental Health in the New Britain Area Office. She was promoted to Social Work Supervisor in June 2014. Kristine was a Training Supervisor in the New Britain Area Office until October 2016 when she joined the Academy for Workforce Development as a Child Welfare Trainer. In March 2021, Kristine became a program supervisor overseeing the Pre-Service Training and Internship programs. She was promoted to Assistant Director in November 2022. Kristine is also an Adjunct Professor in the undergraduate social work program at Central Connecticut State University. She has been an adjunct there since fall 2009.

# ACADEMY STAFF



**Jennifer Rondini-Zayas**, Child Welfare Program Supervisor, L.M.S.W., Springfield College

Jennifer began her employment for the Department of Children and Families in the Waterbury Area Office in September of 2005. As a Social Worker, she gained three years' experience with Ongoing Services before transitioning to the Adolescent Unit. In June 2014, Jennifer became a Social Work Supervisor for the Adolescent Unit. Jennifer joined the DCF Academy for Workforce Development in June of 2016 as a Child Welfare Trainer. In March 2020, Jennifer was promoted as a Program Supervisor for the Academy for Workforce Development.

**Carleen Chisholm**, Child Welfare, Program Supervisor, LMSW. University of Connecticut.



Carleen began her career with the Department of Children and Families as a Social Worker in 2003 at the New Britain Area Office. In this role, Carleen acquired three years' experience with Ongoing Services before transitioning to the Intake Unit. In June 2008, Carleen was promoted to a Social Work Supervisor, where she led staff in the Treatment/Ongoing, Training and Mental Health/Adolescent units, as well as held a position as a Quality Assurance Case Reviewer Supervisor. In March 2021, Carleen was promoted to CPS Program Supervisor in the Waterbury Area Office, where she managed, Ongoing Services, Probate, and a Training Unit. She also served as a Regional QPI Co-Chairperson and QPI Champion. Carleen Joined the DCF Academy for Workforce Development in September of 2022.



**Alexa Romer**, Child Welfare, Program Supervisor, LMSW. Springfield College

Alexa began her career with the Department of Children and Families as a Social Worker Trainee in 1999 at the Hartford Area Office. In this role, Alexa acquired some years' experience with Ongoing Services before transitioning to the Intake Unit. In 2007, Alexa was promoted to a Social Work Supervisor position, where she led staff in the Treatment/Ongoing, Training Sexual Abuse, Adolescent, and Permanency units. She also held a position as a Quality Assurance Case Reviewer Supervisor. In July 2020, Alexa was promoted to CPS Program Supervisor in the New Britain Area Office, where she managed Intake and ongoing services. She also served as a Regional Racial Justice Co Lead. Alexa joined the DCF Academy for Workforce Development in

February 2024.

# ACADEMY STAFF



**Maureen Auger**, Child Welfare Trainer, M.A., Leadership, Albertus Magnus New Haven

Maureen was hired by DCF in September of 1993, after spending 8 years in non-profit adolescent services. At DCF, she served in the New Haven office as a Social Worker in Adolescent, Mental Health, and Treatment Units before moving to Investigations. In 2004, Maureen was promoted to Social Work Supervisor over a training unit for the Greater New Haven/Milford Office. In 2009, Maureen joined the DCF Academy for Workforce Development as a Child Welfare Trainer and remains at the Academy as a non-rotating trainer.



**Lindy O'Brien**, Training Program Coordinator

Lindy joined the DCF Academy for Workforce Development in July 2021, after working in post-secondary education for 23 years. During that time, her primary focus was on adult learning. Beginning as an instructor in 1998 for a medical assisting program, she grew her instructional and administrative skills, becoming the Campus Director of Operations and Education. In this position, Lindy was responsible for the education of over 500 students, as well as staff training and development. Lindy brings with her an expertise in adult learning and teaching style.



**Colleen Drummond**, Child Welfare Trainer, M.A. Forensic Psychology, American International College

Colleen was hired by DCF in July 2004, as a Social Worker in the Manchester Area Office from 2004 until June 2015. While a Social Worker, Colleen worked in the areas of Treatment (IH/OOH), Probate and Investigations. In June 2015, she transferred to the Hartford Area Office and shortly after the transfer, was promoted to a Social Worker Supervisor, in treatment services. On September 11, 2020, Colleen transferred to the Academy for Workforce Development as a Child Welfare Trainer.

# ACADEMY STAFF



**Aurora Contrino**, Child Welfare Trainer, M.A. in Clinical Psychology from American International College. Forensic Psychology, American International College

Aurora began her career with the Department of Children and Families as a Social Worker in 2003. Throughout her time as a Social Worker, Aurora gained experience in ongoing services and specialty units such as the mental health unit. Aurora transitioned to investigations in 2006. In 2009 Aurora was promoted to Social Work Supervisor overseeing an ongoing unit. In 2012, Aurora began supervising intake staff until 2018. From 2018-2022, Aurora was a supervisor in the Administrative Case Review Division and then transitioned back to child protective services where is supervised an ongoing unit. In 2016, Aurora completed the Leadership Academy for Supervisors (LAS) program. Aurora Joined the Academy for Workforce Development in March 2024.



**Rachel Sanborn**, Child Welfare Trainer, B.A. in Sociology from Keene State College, Keene NH M.S. in Criminal Justice with a concentration in Child Protection and Juvenile Justice from Nova Southeastern University, Fort Lauderdale, FL

Rachel came to DCF in 2005 after spending four years as a child abuse investigator for the Department of Children, Youth, and Families in New Hampshire. Rachel spent 8 years as a treatment worker in the Manchester Office before transitioning to New Britain in 2013 where she spent 5 years as an investigator. Rachel has been a Training Supervisor in the New Britain office since 2018 having accepted a temporary position that became permanent in 2019. Rachel joined the Academy in August 2021.



**Gregory A. Curtiss**, Child Welfare Trainer, B.S. in Human Development and Family Studies from the University of Connecticut.

Greg began his work with the Department in May 2002, working as a treatment social worker until November 2003 when he transitioned to Investigations. Greg served as an investigation social worker for 13 years and was promoted to Social Work Supervisor of Investigations in 2016. Greg has been providing training to mandated reporters since 2005, and in 2012, received his training certification from the Connecticut Police Officers Standards and Training (POST) Council in child abuse and neglect. Since then, he has been training sexual abuse investigation/identification for DCF staff, law enforcement, and community providers. In his 21 years of experience in the Waterbury office, Greg has served as the Co-Lead for the Racial Justice Committee, Co-Chair of the Waterbury Multi-disciplinary (CAIT) Team, a member for the Waterbury Truancy Clinic, a board member of the Naugatuck Juvenile Review Board, and the Human Anti-trafficking Response Team (HART) liaison. Greg began his rotation with the Academy for Workforce Development in October 2023.



# ACADEMY STAFF



**Raenette G. Riddick**, Community Trainer, LMSW Springfield College

Raenette began her career with DCF on 2/14/00 in the Waterbury area office. She served as a permanency social worker for 4 years until she was promoted to Social Work Supervisor in 2004. Raenette served in region 5 and 6 in the capacity of Investigations, Adolescent, Training, Probate Supervisor and Considered Removal Facilitator. In January 2022, Raenette joined The Academy of Community Partners as a Community Trainer.



**Stephanie Carvalho**, Child Welfare Trainer, LMSW. BS in Psychology from Sacred Heart University and a MSW from Springfield College

Stephanie was hired by the Department in 2005. Stephanie began working in the New Britain Office where she was quickly transitioned into the role of a Medically Complex worker until 2008. Stephanie transferred to the Hartford Office until 2017 when she was promoted to Social Work Supervisor in the Manchester Office. During her time in the Hartford Office, Stephanie worked in the areas of medically complexed, permanency, and intake. As a Social Work Supervisor in Manchester, Stephanie was a training supervisor and continued her participation in the HART team. Stephanie returned to the Hartford Office in 2020 where she supervised a Sexual Abuse unit. While in Hartford, Stephanie was a part of the HART team as a co-liaison and facilitated community training. Stephanie transitioned to the Academy in November 2023.



**D'Oyen Barrett**, Child Welfare Trainer, B.S. Human Development and Family Relations from University of Connecticut

D'Oyen Barrett started his DCF journey as a social worker in the Norwalk office then transitioned to a social worker in the Meriden office. As a social worker, he has held positions in Permanency, Ongoing, Investigation, Voluntary Services and FWSN. D'Oyen was promoted to social work supervisor in 2008 and has worked in the New Haven, Milford, and Waterbury area offices. As a social work supervisor, he oversaw the Adolescence Services, Training, Ongoing Services, Medically Complex, Permanency and Probate units. D'Oyen joined the Academy for Workforce Development in May of 2022.

# ACADEMY STAFF



**Marc Williams**, B.S. Public Health from Southern Connecticut State University

Marc began his career with DCF in 1995 in region 2. Marc served as an Adolescent Worker until 1997 when he transitioned to Intake. Marc was promoted to Supervisor in 2014. He transitioned to region 1 as an Ongoing Treatment Supervisor until returning to Intake as a Supervisor in 2016. During his tenure in region 1 Marc served as the Fatherhood Engagement Leadership Team (FELT) Lead. Marc joined the Academy for Workforce Development in November 2022 as a Child Welfare Trainer.



**Sean Tenney**, Technology Consultant

Sean joined the Academy for Workforce Development in April 2023. Throughout his career, Sean have gained experience in various industries and roles, including training development and delivery, data management and analytics, customer & technical support, and other IT disciplines. Sean is excited to apply his skills in these areas to contribute to the growth and development of the Academy and the agency. Moreover, he is eager to learn and grow from the vast and diverse experiences of the incredible group of individuals within the Academy and DCF!



**Dawn Jackle**, Child Welfare Trainer, BSW, Southern Connecticut State University

Dawn began her career with the Department in October 2005, working as a treatment social worker until 2007 when she transitioned to Investigations for the next 10 years. During those 10 years, Dawn was specifically assigned to a detective bureau with specialties in sexual abuse, drug enforcement, and fatality cases. She served as a liaison for the schools, police, and providers, to include being certified by an Assistant Attorney General as a specialist in child abuse and neglect, being called to testify as an expert witness on criminal matters. In 2017, Dawn was promoted to Social Work Supervisor of Trainees. Dawn has worked in DCF regions 4, 5 and 6 during her time with DCF. In May 2024, Dawn joined the Academy for Workforce Development.

# ACADEMY STAFF



**Pamela Williams**, Office Supervisor

Pam has been with DCF since November 1988, and held positions as a Clerk Typist, Office Assistant, Head Clerk, Secretary II, Administrative Assistant and Office Supervisor. During her tenure with DCF she has worked for various Divisions such as Protective Services in the Meriden & Middletown area offices, the Administrative Law, Policy and Licensing Division, and the Quality Improvement Division. In January 2005 Pam joined the Academy for Workforce Development, where she assumed the position as a Statewide Clerical Coordinator.



**Danielle Perez**, Secretary II, B.A Hunter College

Danielle Perez was welcomed to the DCF's Academy for Workforce Development in June 2022 to the position of Secretary 2. This is Danielle's first position as a state employee. Prior to joining the DCF, Danielle served as the administrative assistant for the pharmacy department of Mount Sinai West hospital in New York City for 6 years. Danielle earned a BA from Hunter College in English Creative Writing and has also studied music with an emphasis on solo piano for over 20 years.



**Christina Moore**, Secretary 1

Christina was welcomed to the DCF's Academy for Workforce Development in April 2024 to the position of Secretary 1. Prior to coming to the Academy Christina worked as an Office Assistant in the Milford Area office for a year and a half. Her previous work history includes working in the medical field for 15 years supporting and supervising an Ophthalmology practice. Christina and her family fostered a baby through DCF which motivated her to join as an employee. She looks forward to furthering her relationship with DCF professionally and personally.