

DCF

Academy for Workforce Development

Spring Catalog

April 2018 - June 2018



ACADEMY
for
Workforce
Development
Learning is the Key to Leading

Courses offered by:
DCF Academy for Workforce Development Trainers and Adjunct Staff

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General Information

Registration for DCF Employees

To register for a course, DCF employees should click the “Click here to register” area of each course description; and register electronically via our learning management system (LMS), SABA. Registration closes five calendar days in advance of the training. Supervisory approval is not required as part of the electronic self-registration process, however, communication with and approval from your supervisor is necessary prior to attending any course. It is recommended the catalog be used as a tool to discuss professional development during supervision. Automatically-generated confirmation emails will be sent upon successful registration, as well as reminder emails in advance of the course. In the event a course is full, you will not be able to register.

Registration for Non-DCF Staff and Community Providers

A number of courses offered by the DCF Academy are open to non-DCF staff and community providers. The identified courses are noted beginning on page 20. To register, please click the “Non DCF Staff/Provider Registration” area of the identified course description.

Priority Seating

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.

Attendance / Tardiness

If you are accepted into a class, it is expected that you will attend all sessions. You must notify your supervisor if you are not able to attend a session. Supervisors should contact the Academy to let us know you will be absent by 9:00a.m. Attendance is taken twice during the class. Inconsistencies in attendance are reported to the appropriate supervisors.

Unless otherwise indicated, classes start at 9:00am. Please plan on arriving by 8:45am. Late arriving participants are a distraction to the educational process. Accordingly, the Academy has established a tardiness policy. If a participant arrives to class 15 minutes after the class has started, it will be up to the discretion of the Trainer to permit a participant into the class. This also applies to participants returning from lunch. Your supervisor will be notified for follow up via email. Please note that for some courses no tardiness or missed class time is allowed. Please refer to the specific Course Descriptions for details. For additional information regarding attendance or tardiness please review the [practice guide](#).

Use of Cellular Phones

The use of cellular phones is not permitted during class. Incoming telephone calls should be limited to emergencies.

Certificate Requirements

To earn a certificate of completion, 100% participation is required for multi-session trainings. Certificates will be emailed to you within 45 days after the training is complete. Employees who are consistently late or leave at any point before the class ends will not be given a certificate.

Continuing Education Units (CEU)

Continuing Education Units (CEU) are granted for some of the pre-service and in-service trainings. In order to obtain CEU's each employee or provider must indicate on the attendance sheet that they are interested in the CEU hours. Certificates will be emailed to you within 45 days after the training is complete.

Parking

DCF Academy – Central Office, Hartford Location: All persons attending training at the DCF Academy in Hartford (COTA) must park in the **Cedar Street Parking Lot** located on the corner of Park and Cedar Streets. **The Cedar Street Parking Pass must be displayed in your vehicle or you may be subject to tow.**

[Please click here to access the Cedar Street Parking Pass and to see a visual picture of the Lot location.](#)

For DCF Employees your State ID must be worn at all times in Central Office and you enter through the front of the building. No access will be given through the back door.

DCF Academy – SOTA, New Haven Location: All persons attending training at the DCF Academy in New Haven (SOTA) must park in the main parking lot.

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.

Inclement Weather

In the event of inclement weather please call the DCF Academy Weather Line at 860-560-5055 or watch Channel 3 WFSB news to find out the status of a scheduled training. The CT Department of Emergency Management and Homeland Security website also has information about [late openings and early closings](#).

****Reminder: In the event of a DCF Academy for Workforce Development cancellation, staff must report to their office, unless the state has been closed by the Governor. If you reside out of the state and cannot receive these TV stations, please make provisions to contact your supervisor****

IN-SERVICE COURSES

BAFA' BAFA': A CROSS CULTURAL SIMULATION

DATE: 4/17/18

TIME: 1:00 – 4:00 PM

TRAINER: Dr. Anthony DeJesús and Christina Best-Giacomini, PH.D. LMSW – University of St. Joseph

LOCATION: *University of Saint Joseph, 1678 Asylum Avenue, West Hartford, CT – McDonough Hall Room 213*

CEU'S: 3

****To attend this simulation, you must have previously attended the 3-hour "From Cultural Competence to Cultural Humility..." course. You may attend the offering on 4/17/18 (see below) or have previously attended.****

In this simulation, participants are assigned to two artificial cultures. Each group is introduced to a different set of cultural values and allowed to practice these values and subsequently engage the other culture. This simulation is designed to foster cross-cultural awareness through experiencing the development and impact of stereotypes. Participants come to appreciate the negative impact of stereotypes and of the need to foster greater tolerance and understanding of others in all spheres of life.

[Click here to register](#)

BEHAVIORAL ETHICS TRAINING

DATE(S): 5/22/18

TIME: 9:00 AM – 12:00 PM

TRAINER: Robert G. Madden, LCSW, JD – University of St. Joseph

LOCATION: *University of Saint Joseph, 1678 Asylum Avenue, West Hartford, CT – McDonough Hall Room 200*

CEU'S: 3

Behavioral ethics is a new area of scholarship and research emerging from the fields of cognitive psychology and business management. This presentation explores the question of how "good" people can engage in "bad" actions without being aware of the unethical nature of their behavior. Implications for social work practice are explored. Participants will understand how basic psychological processes contribute to ethical blind spots in practice, identify strategies to build ethical capital in social work organizations and demonstrate the ability to identify and analyze ethical risks in practice.

[Click here to register](#)

FROM CULTURAL COMPETENCE TO CULTURAL HUMILITY: DEVELOPING KEY SKILLS IN ADDRESSING RACIAL BIAS IN CHILD WELFARE PRACTICE

DATE(S): 4/17/18

TIME: 9:00 AM – 12:00 PM

TRAINER: Dr. Anthony DeJesús and Christina Best-Giacomini, PH.D. LMSW – University of St. Joseph

LOCATION: *University of Saint Joseph, 1678 Asylum Avenue, West Hartford, CT – McDonough Hall Room 213*

CEU'S: 3

This workshop reviews definitions of cultural competence and provides a review of related concepts that address critiques of cultural competence. The concepts include Intersectionality, Implicit Bias and Cultural Humility. Considerations for child welfare practice are addressed.

[Click here to register](#)

CULTURAL HUMILITY AND IMPLICIT BIAS IN OUR PRACTICE

DATE(S): 5/18/18
TIME: 9:00 AM – 4:00 PM
TRAINER: Dr. Anthony DeJesús and Christina Best-Giacomini, PH.D. LMSW – University of St. Joseph
LOCATION: University of Saint Joseph, 1678 Asylum Avenue, West Hartford, CT – Bruyette AV
CEU'S: 6

Through didactic presentation, interactive activities, and applied scenarios participants will become familiar with definitions of cultural competence and a number of related concepts such as Intersectionality, Implicit Bias and Cultural Humility. Participants will become familiar with four key skills for culturally responsive practice; engage these concepts experientially; and be able to identify dimensions of their intersectional identities. Participants will also be able to deepen their understanding of unconscious or implicit bias in child welfare and how it influences decision-making.

[Click here to register](#)

GAMBLING AWARENESS 101

DATE(S): 6/19/18
TIME: 9:00 AM – 4:00 PM
TRAINER: Fred Fetta, DMHAS
LOCATION: Connecticut Valley Hospital (CVH) – Beers Hall, Cocilovo Room, Middletown, CT
CEU'S: 6

The normative and pervasive nature of gambling behaviors in the United States can desensitize us to the problems that can occur when a person's view of gambling shifts from entertainment to fixation. Recently reassigned in the DSM 5 from an impulse control disorder to a behavioral addiction, disordered and problem gambling affects 2-5% of adults and twice as many young people. Confounding the issues of problem identification, referral, and treatment is a lack of awareness on the part of service providers, clients, family members and the general public that, for some people, gambling can become an addiction even more devastating than alcohol or other drugs. As state governments turn more to legalized gambling as a source of revenue, studies indicate that vulnerable populations: the poor, disenfranchised, and people in recovery from mental health and substance use disorders, are disproportionately impacted in harmful ways. This training will address the social and environmental factors which influence gambling; gender and race considerations; and how our biology creates conditions conducive to the pursuit of risk and reward. Training will include lecture, large and small group discussion, activities and media

[Click here to register](#)

IDENTIFYING AND WORKING WITH PARENTS WITH COGNITIVE LIMITATIONS

DATE(S): 4/6/18 or 5/4/18
TIME: 9:00 AM – 4:00 PM
TRAINER(S): CT PCL Workgroup
LOCATION: Klingberg Family Center, 370 Linwood Street, New Britain, CT
CEU'S: 6

This one day course is designed to provide participants with an overview of challenges and strategies to effectively work with parents with cognitive limitations. The training team is made up of professionals with direct working experience with these parents, within child welfare as well as in community programs and clinical settings. Through this training, participants will increase their ability to identify an individual who may have cognitive limitations. The training will encourage participants to reassess case practice and develop new interventions to enhance service delivery to these individuals and ultimately improve outcomes for families and children.

[Click here to register](#)

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

DATE(S): 5/3/18
TIME: 9:00 AM – 12:00 PM
TRAINER(S): Ann Adams, LMSW, Scott Yeomans, President of F.I.R.E.
LOCATION: Central Office – Training Room 5/6
CEU'S: 3

This course will offer participants a basic understanding of the extent of the problem of youth firesetting, 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 firesetting behavior and interventions based on the child's individual needs in the environment in which the youth or child lives.

[Click here to register](#)

MENTAL HEALTH FIRST AID

DATE(S): 6/13/18 & 6/14/18
TIME: 9:00 AM – 4:00 PM & 9:00-12:00
TRAINER(S): Cathy Sisco, Heather Clinger, Wheeler Clinic
LOCATION: Connecticut Clearing House, 334 Farmington Ave. Plainville, CT 0606
CEU'S: 6

****It is required you attend both dates to receive certification and CEU'S****

Mental Health First Aid is an 8-hour course that teaches participants how to help someone who is developing a mental health problem or experiencing a mental health crisis. It provides a basic understanding of what different mental illnesses and addictions are, how they can affect a person's daily life, and what helps individuals experiencing these challenges get well. The course helps participants identify, understand, and respond to signs of addictions and mental illnesses. Mental Health First Aid teaches about *recovery* and *resiliency* – the belief that individuals experiencing these challenges can and do get better, and use their strengths to stay well. The course trains participants to help people who may be experiencing a mental health problem or crisis, and participants that successfully complete the training receive a three year certification as a "Mental Health First Aider."

[Click here to register](#)

TEAM BUILDING AND GROUP SUPERVISION

This is a full day training course integrating group supervision and team building. In order for the day to be most effective, area office units must sign up as a group. Supervisor must register the entire unit. This training will be arranged and held at an off-site location in close proximity to the regional office. This program explores 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.

The group supervision portion of this training is based on the Yale Supervision Model. This program explores a formalized process of meeting between unit members within regional offices. It's focus is on the professional growth and practice improvement of the supervisee, through examining the supervisee's case work. Included in this session is a negotiated process whereby members come together in an agreed format to reflect on their work by pooling their skills, experience and knowledge to improve both individual and group capacities. Additionally, this formalized process of consultation between three or more professionals to provide support for the supervisee(s) in order to promote self-awareness, development and growth within the context of their professional environment. ****To register for this course please contact Jonathan.Zane@ct.gov .****

TEAM BUILDING AND PERMANENCY TEAMING COACHING

This is a full day training course integrating Permanency Teaming Coaching/consultation and team building. In order for the day to be most effective, area office units must sign up as a group. Supervisor must register the entire unit. This training will be arranged and held at an offsite location in close proximity to the regional office. This program explores 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. The Permanency Teaming coaching/consultation portion of this training is based on the Casey Model. This model focuses on transfer of learning from training room to the field. We will practice skill development and identify next steps to implement Permanency Teaming on a presented case. This day will provide an opportunity for peer-to-peer learning and support. Additionally, this formalized process of consultation between three or more professionals provides support for the supervisee(s) in order to promote self-awareness, development and growth within the context of their professional environment as well as enhance permanency for the children in the case presented. ****To register for this course please contact Jonathan.Zane@ct.gov .****

THE ORGANIZATIONAL SIMULATION

DATE(S): 5/16/18

TIME: 9:00 AM – 12:00 PM

TRAINER(S): Dr. Anthony DeJesús – University of St. Joseph

LOCATION: University of Saint Joseph, 1678 Asylum Avenue, West Hartford, CT – McDonough Hall Room 200

CEU'S: 3

Participants will be assigned to roles in a simulated organization and through interaction will have an opportunity to understand their responses to different members of the organization and their statuses. Participants will develop insight into their own perceptions of others and how they are perceived by others in the workplace. Themes of group dynamics and power will be explored.

[Click here to register](#)

YOUTH FIRESETTING PART II: NEXT STEPS

DATE(S): 5/3/18

TIME: 1:00 PM – 4:00 PM

TRAINER(S): Ann Adams, LMSW, Scott Yeomans, President of F.I.R.E., William Abbott, State Fire Marshall

LOCATION: Central Office – Training Room 5/6

CEU'S: Pending

Prerequisite: Introduction to Youth Firesetting

This course is intended for those who have participated in the Introduction to Youth Firesetting. This course will allow participants to use their new found knowledge about Youth Firesetting and to practice interviewing skills and identify possible interventions. Legal implications will be discussed as well as how to identify collaborative teams in the community in which they work. 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 a good understanding how to advocate for their clients and identify comprehensive and effective interventions specific to this population.

[Click here to Register](#)

WORKING WITH TRANSGENDER AND GENDER-DIVERSE YOUTH AND THEIR FAMILIES

DATE(S): 5/8/18

TIME: 9:00 AM – 4:00 PM

TRAINER: Elijah C. Nealy, Ph.D., M.Div., LCSW; – University of St. Joseph

LOCATION: University of Saint Joseph, 1678 Asylum Avenue, West Hartford, CT – Lynch Hall Room 107

CEU'S: 6

Using case presentation, video, and group discussion, this full-day training will cover basic terms and vocabulary, concepts of gender identity and expression, decisions to transition (or not), overview of social and/or medical transitions, intersections of race and class, the unique challenges facing gender-diverse and transgender youth and their families, strategies to facilitate family acceptance and optimal emotional and social development of these youth, and current best practices within child welfare.

[Click here to register](#)

WORKING WITH VETERANS AND MILITARY FAMILIES

DATE(S): 5/24/18

TIME: 9:00 AM – 12:00 PM

TRAINER: Dr. Mariann Mankowski – University of St. Joseph

LOCATION: University of Saint Joseph, 1678 Asylum Avenue, West Hartford, CT – McDonough Hall Room 200

CEU'S: 3

This course will enhance participants' understanding of the unique needs of working with military and veteran families. The course will offer participants an opportunity to enhance their understanding of engagement, ongoing work, and other dynamics related to this unique population. Didactic presentation and group discussion will occur.

[Click here to register](#)

ON-LINE COURSES

MOTIVATIONAL INTERVIEWING

Availability: Anytime – with Internet Connection
Trainer: Diane Prior
Location: On line
CEU's: 1

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 here to Begin this Course](#)

MANDATED REPORTER

Availability: Anytime – with Internet Connection
Trainer: Timothy Monahan
Location: On line Course
CEU's: N/A

Any employee of the Department of Children and Families is designated as a Mandated Reporter per Connecticut General Statute 17a-101. During this interactive on-line course, participants will learn what their roles and responsibilities are relative to this designation, and how to make a report to the DCF Careline or law enforcement. Participants will be provided information on what constitutes child abuse and neglect, as well as what occurs after a report of child maltreatment is made. Legal protections, as well as consequences for not fulfilling the obligation of mandated reporting, will be reviewed. The course involves an interactive quiz, and a certificate of completion is electronically provided to the participant.

[Click here to Begin this Course](#)

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

Availability: Anytime – with Internet Connection
Trainer: Tracy Davis
Location: On line Course
CEU's: N/A

Research has consistently shown that children who are engaged in normal, developmentally appropriate activities are less likely to engage in negative behaviors. Public Act 15-199 establishes the Reasonable Prudent Parent Standard (RPPS) which caregivers (e.g. foster parents, congregate care providers) are expected to adhere to when making decisions around a child's ability to participate in normal childhood activities. This brief on-line training provides participants with clear definitions of the RPPS; explanation of all parties impacted by the standard; clear description of expectations related to caregivers; and explanation of the implications the standard will have on case planning.

[Click here to Begin this Course](#)

EARLY CHILDHOOD PRACTICE GUIDE

Availability: Anytime – with Internet Connection
Trainer: Tracy Davis
Location: On line
CEU's: 1

The CT Department of Children and Families "Early Childhood Practice Guide" was issued in April 2016 and designed to build on the many strengths of child welfare practice. The Guide provides clear and concrete guidance and information to further support comprehensive assessments and engagement with families and partners when working with children in the 0-5 population. This on-line course supports the information contained in the Guide; and upon completion, participants will be better prepared to articulate the evolution of early childhood practice at DCF; explain the importance of fostering a supportive and nurturing environment for children age 0-5; describe the impact trauma has on brain development, attachment, and physical, social, and emotional development; explain the factors needed to assess safety and risk for this population; describe the standards associated with CAPTA; articulate the importance of securing quality education and care for this population; and articulate the importance of supervision, consultation, and connecting families/children to appropriate services

[Click here to Begin this Course](#)

CHILD PROTECTIVE SERVICES – INVESTIGATIONS POLICY 34-2

Availability: Anytime – with Internet Connection
Trainer: Ed Eckert
Location: On line
CEU's: N/A

The goal of this on-line training is for participants to have an understanding of 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 here to Begin this Course](#)

NOTE: A Full step-by-step guide to taking an online class is available on our SharePoint Site. [Click here](#) to access that guide to see a more detailed explanation of the training steps, and buttons in the online training player.

TRAINING SERIES

DIFFERENTIAL RESPONSE SYSTEM (DRS) TRAINING

The Academy for Workforce Development is responsible for the provision of in-service training for Differential Response System staff that includes skill-building techniques to enhance their investigative and assessment skills. The Academy offers a nine day certificate program for newly assigned DRS Unit staff, as well as those staff interested in pursuing positions in a DRS unit / workgroup. Best practice principles are discussed for both Intake and Family Assessment Response, along with strategies for assessing safety, safety planning, critical thinking, involving families in the assessment of their own needs, and numerous other areas. All classes are taught by academy staff and adjunct trainers who specialize in certain topic areas.

<i>Course Title</i>	<i>Date</i>	<i>Time</i>	<i>Trainer(s)</i>	<i>Location</i>	<i>CEU's</i>
<i>DRS Best Practice FAR</i>	<i>4-17-18</i>	<i>9-4</i>	<i>Mary Daries & Ed Eckert</i>	<i>CVH (Rm.213)</i>	<i>6</i>
<i>DRS Best Practice Intake</i>	<i>4-18-18</i>	<i>9-4</i>	<i>Mary Daries & Ed Eckert</i>	<i>COTA (Rm.7)</i>	<i>6</i>
<i>Group Care</i>	<i>4-24-18</i>	<i>9-12</i>	<i>Mary Daries & Ed Eckert</i>	<i>CVH (Rm.217)</i>	
<i>Worker Safety</i>	<i>4-24-18</i>	<i>1-4</i>	<i>Mary Daries & Ed Eckert</i>	<i>CVH (Rm.217)</i>	<i>3</i>
<i>Sex Abuse: Minimal Facts</i>	<i>5-1-18</i>	<i>9-4</i>	<i>Mary Daries & Ed Eckert</i>	<i>COTA (Rm.7)</i>	
<i>Human Trafficking Day 1</i>	<i>5-9-18</i>	<i>9-4</i>	<i>Qur-an Webb</i>	<i>CVH (Rm.217)</i>	
<i>Intimate Partner Violence (IPV)</i>	<i>5-15-18</i>	<i>9-4</i>	<i>Mary Daries & Ed Eckert</i>	<i>CVH (Rm.213)</i>	
<i>CT Drug Threat and DEC</i>	<i>6-5-18</i>	<i>9-12</i>	<i>Wayne Kowal</i>	<i>COTA (Rm.7)</i>	<i>3</i>
<i>DRS and Substance Abuse</i>	<i>6-5-18</i>	<i>1-4</i>	<i>Ines Eaton</i>	<i>COTA (Rm.7)</i>	
<i>Genograms</i>	<i>6-13-18</i>	<i>9-12</i>	<i>Mary Daries & Ed Eckert</i>	<i>COTA (Rm.4)</i>	<i>3</i>
	<i>6-13-18</i>	<i>1-4</i>	<i>Mary Daries & Ed Eckert</i>	<i>COTA (Rm.4)</i>	<i>3</i>
<i>Legal</i>	<i>6-19-18</i>	<i>9-4</i>	<i>Robin O'Shea</i>	<i>COTA (Rm.7)</i>	
<i>Health and Wellness</i>	<i>6-26-18</i>	<i>9-4</i>	<i>Adjunct</i>	<i>CVH (Rm.217)</i>	

CVH = Connecticut Valley Hospital 1000 Silver Street, Middletown, CT – Page Hall

[Click here to register](#)

INFORMATION TECHNOLOGY COURSES

BEGINNER EXCEL 2013

DATE(S): 4/10/18

TIME: 9:00 AM – 4:00 PM

TRAINER(S): Suzanne Neafus

LOCATION: Central Office Computer Lab 1

CEU'S: N/A

Do you work with other people's spreadsheets, but wish you could create your own? This hands-on one-day course will give you the skills needed to do so! Participants will learn about the distinct parts of a spreadsheet; tips to navigate and search through an existing workbook; as well as the tools needed to create a simple workbook with data, formulas and basic functions. Time will be allotted during the class for participants to work on their own Excel documents with the support of the instructor.

[Click here to register](#)

INTERMEDIATE EXCEL 2013

DATE(S): 4/5/18

TIME: 9:00 AM – 4:00 PM

TRAINER(S): Suzanne Neafus

LOCATION: Central Office Computer Lab 1

CEU'S: N/A

This hands-on one-day course is a unique opportunity for participants to be provided with a detailed overview of a wide range of Microsoft Excel functions, while allowing them to complete their own projects, data reports, or other with the support of the instructor. Participants in this course are required to bring materials to work on while the course is provided. Participants will learn everyday shortcuts in navigation and data entry, enhance their ability to analyze data with filtering, sorting, quick analysis' and charts, learn to use Printing and Copy/Paste features to enhance presentation of data, increase their ability to retrieve and use data from LINK and ROM reports and enhance their ability to use data entry sheets via drop down lists, conditional formatting and removing duplicate data.

[Click here to register](#)

INTERMEDIATE OUTLOOK 2013

DATE(S): 5/10/18

TIME: 9:00 AM – 4:00 PM

TRAINER(S): Suzanne Neafus

LOCATION: Central Office Computer Lab 1

CEU'S: N/A

During this hands-on one-day course, participants will expand their knowledge of Microsoft Outlook and learn "tips and tricks" that will allow them to work more effectively and efficiently. During this training participants will develop an understanding of functionality available beyond basic emailing, develop an understanding of common Outlook features, and how to utilize them in Outlook 2013, Learn to find specific messages quickly using various methods (i.e. search, categories, flag), and become more familiar with the Calendar feature to be proficient in adding/sharing/planning.

[Click here to register](#)

INTERMEDIATE WORD 2013

DATE(S): 6/19/18
TIME: 1:00 PM – 4:00 PM
TRAINER(S): Suzanne Neafus
LOCATION: Central Office Computer Lab 1

CEU'S: N/A

During this hands-on one-day course, participants will expand their knowledge of Microsoft Word 2013 and learn “tips and tricks” that will allow them to work more effectively and efficiently with word documents. The training will be a combination of hands-on instruction and “open time,” where participants spend time on their own Word document projects with the support of the instructor. The creation of tables and numbered lists, as well as the use of track changes and mail merge, will be specific areas of focus in this course.

[Click here to register](#)

INTRODUCTION TO PIVOT TABLES

DATE(S): 4/11/18 or 6/14/18
TIME: 9:00 AM – 12:00 PM or 1:00 PM – 4:00 PM
TRAINER(S): Suzanne Neafus
LOCATION: Central Office Computer Lab 1

CEU'S: N/A

A Pivot Table report is an interactive table that quickly combines and compares large amounts of data. This hand-on course will introduce participants to this useful tool, and create an opportunity for practice using Pivot Tables. Participants will discover how Pivot Tables can be created and used with data from existing DCF reporting areas (ROM/LINK/ETC), as well as how to choose the fields to be included. Participants will understand how to select from the Functions that are available to summarize results in a Pivot Table, and how this tool can be used to enhance their use of data.

[Click here to register](#)

LEARNING LAB – MICROSOFT OFFICE 2013

DATE(S): 4/11/18, 4/24/18, 5/10/18, 5/23/18, 6/14/18 & 6/26/18
TIME: 9:00 AM – 11:00 AM or 1:00 PM – 3:00 PM
LOCATION: Central Office Computer Lab 2

CEU'S: N/A

Are you having a hard time getting some peace and quiet to focus on a large project that is due? Would you like the support of an IT professional to turn that Power Point presentation or Excel spreadsheet into something extraordinary or more user-friendly? If you answered “yes!” to either of these questions, the “Learning Lab – Microsoft Office 2013” course is a perfect opportunity for you. Designed as an “open lab” where participants bring their own work materials, it is an opportunity to accomplish work on a specific project or presentation with the support of the DCF Academy IT Consultant. Registration in advance is necessary, and class size is limited due to the nature of the course.

[Click here to register](#)

USING FEATURES OF POWERPOINT 2013

DATE(S): 4/24/18
TIME: 9:00 AM – 12:00 PM
LOCATION: Central Office Computer Lab 1

CEU'S: N/A

This hands-on half-day course is designed for participants who have familiarity with earlier versions of Microsoft PowerPoint. During the course, participants will spend time exploring the new and updated features of Microsoft PowerPoint 2013. Participants will have the opportunity to work on presentations of their own, and are required to bring materials with them to develop presentations and / or improve one. Participants will learn to successfully navigate in the new program's new interface, practice preparing presentations using some of the more common tools (i.e. Slide Master, Transitions, Hyperlinks, Reuse Slide, Animation), enhance their ability to utilize objects (align, distribute, format) to enhance presentations, and gain exposure to new functionality available, including Animation Painter, Sections, Create Handouts and Reuse Slides.

[Click here to register](#)

CERTIFICATION PROGRAMS

COLLECT NATIONAL CRIMINAL INQUIRY CHECK (NCIC) - FULL ACCESS

DATE: 4/11/18

TIME: 9:00 AM – 1:00 PM

TRAINER(S): Eileen LeRoy, Joe Janik, Brenda Zaprzalka

LOCATION: DESPP – 1111 Country Club Road, Middletown, CT 06457.

CEU'S: N/A

*****Registration for this course requires prior approval from your chain of command*****

The COLLECT certification class will allow the user access to in-state criminal history files provided by State Police Bureau of Identification (SPBI) and the Interstate Identification Index (III) for criminal history information throughout the United States. The class will also allow the user to query individual state criminal history data through the International Justice and Public Safety Information Sharing Network (NLETS). During the course, the limited and specific reasons for each type of access will be thoroughly reviewed; and it is important to note that not all users will have access to all information. All COLLECT certification classes begin with a thorough review of COLLECT/NCIC system security policies for users who have access to the system.

[Click here to register](#)

LEADERSHIP DEVELOPMENT

SUPERVISORS:

The following courses are only open to DCF Supervisory Staff

STRENGTHENING SUPERVISION

DATE: 5/9/18 & 5/10/18

TIME: 9:00 AM – 4:00 PM

TRAINER(S): Scott Migdole, Yale University

LOCATION: Southern Academy (SOTA) – Training Room 1

CEU'S: N/A

Over the course of this two-day learning experience, participants will explore a number of supervision topics. These include: • an informed consent approach to establishing supervisory relationships, setting forth roles and responsibilities. • Practical strategies for achieving the four core supervisory functions: quality of service, administration, professional development, and support. • Approaches to “managing from the middle” of organizations: serving as a link between agency leadership and frontline staff; communicating administration’s goals to staff and providing feedback from staff and clients to administration; translating agency goals into practical guidance for staff; and leading from the middle of the agency in a time of change. • Group supervision techniques. • A problem solving model for assessing difficulties in supervision and crafting an intervention plan. • Constructive supervisory responses when “bad things happen”. • Self-care for supervisors.

[Click here to register](#)

GROUP SUPERVISION COACHING

Description: The Group Supervision Coaching course is designed to support supervisory staff and their direct reports in understanding, implementing, and utilizing Group Supervision. This unique coaching experience involves five hours of coaching, occurring over the course of two days at the participants' work location. The course involves both modeling of the facilitation of Group Supervision by an Academy Trainer, as well as an opportunity for the supervisor to facilitate a session and receive feedback. The course involves individual meetings between the Academy Trainer and the supervisor; and written materials regarding Group Supervision are provided. It is important to note the course utilizes current cases of the participants for the Group Supervision sessions, and therefore some advanced planning is necessary. A pre-requisite to this course is the supervisor's attendance at the two-day Yale Supervision Model course. ****To register for this course please contact your [Academy Liaison](#)****

LEADERSHIP ACADEMY FOR SUPERVISORS (LAS)

The Leadership Academy for Supervisor (LAS) is a blended learning program for experienced child welfare supervisors based on the National Child Welfare Workforce Institute (NCWWI) Leadership Model. The core curriculum consists of six online modules each followed by a face-to-face facilitated classroom experience. Additionally, each LAS participant is paired with a coach, who will meet with the participant 1:1 throughout the Academy to provide support, guidance, and structure. The LAS provides 30 contact hours of training over a 9-month period and includes a Personal Learning Plan to develop leadership skills and a Change Initiative Project to contribute to a systems change within the agency. **** Detailed information regarding participation will be announced separately****

SUPERVISING TRAINEES: DEVELOPING THE NEW WORK FORCE

DATE: 5/4/18

TIME: 9:00 AM – 4:00 PM

TRAINER(S): Jonathan Zane, Kristine Rivera

LOCATION: Southern Academy (SOTA) – Training Room 1

CEU'S: 5

This one day course is designed to provide DCF supervisors with knowledge needed to perform the duties of a training unit supervisor. The class will explore how meeting the unique needs of newly hired social work staff fits into the Department's existing supervision model, specifically coaching and communication. We will define the various processes and responsibilities surrounding preservice training including; academy policy, training curriculum, role of liaison, pre & post testing, trainee observations and transfer of learning activities. The afternoon will also include a presentation from Human Resources followed by question and answer.

[Click here to register](#)

MANAGERS:

The following courses are only open to DCF Managerial Staff

LEADERSHIP ACADEMY FOR MIDDLE MANAGERS (LAMM)

This six day training will allow managers to be able to apply the components and dynamics of the Child Welfare Leadership Model to the work of a Child Welfare Manager. They will also be able to assess one's own strengths and challenges and model authentic behavior as a manager; establish, communicate and implement an organizational vision in a continuously changing environment based on a personal vision that guides practice and professional development. Be able to orchestrate conflict as well as to integrate and defuse opposition to create partnerships. They will also be able to demonstrate commitment to continuous learning as a leader and address systems change issues. It will also allow managers the distribution of decision-making & leadership responsibilities; manages human, cultural, social & economic capital and encourages purposeful action. ****Detailed information regarding participation will be announced separately****

APRIL 2018

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
2	3	4	5 Intermediate Excel	6 Working w/ Parents w/ Cognitive Limitations
9	10 Beginner Excel	11 Collect for New Users Introduction to Pivot Tables - Excel 2 Learning Lab - Microsoft Office 2013	12	13
16	17 DRS - Best Case Practice FAR BAFA BAFA a Cultural Simulation	18 DRS - Best Case Practice INTAKE	19	20
23	24 DRS - Group Care/Worker Safety PowerPoint 2013 Learning Lab - Microsoft Office 2013	25	26	27
30				

MAY 2018

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
	1 DRS - Sex Abuse/Minimal Facts	2	3 Intro to Youth Firesetting Youth Firesetting Part II	4 Supervising Trainees Working w/ Parents w/ Cognitive Limitations
7	8 Working with Transgender	9 Strengthening Supervisors Day 1 DRS - Human Trafficking	10 Strengthening Supervisors Day 2 Intermediate Outlook 2013 Learning Lab - Microsoft Office 2013	11
14	15 DRS - IPV	16 Organizational Simulation	17 BAFA BAFA a Cultural Simulation	18 Cultural Humility & Implicit Bias
21	22 Behavioral Ethics	23 Learning Lab - Microsoft Office 2013	24 Working with Veteran Families	25
28	29	30	31	

JUNE 2018

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
				1
4	5	6 Learning Lab - Microsoft Office 2013	7	8
11	12	13 Mental Health First Aid DRS - Genograms	14 Mental Health First Aid - Day 2 Introduction to Pivot Tables - Excel 2 Learning Lab - Microsoft Office 2013	15
18	19 Gambling Awareness 101 DRS - Legal Cultural Humility Intermediate Word 2013	20 Cultural Humility	21 Learning Lab - Microsoft Office 2013	22
26 DRS - Health and Wellness Learning Lab - Microsoft Office 2013	27	28	29 BaFa BaFa	30

NON DCF STAFF/ COMMUNITY PROVIDER TRAININGS

BAFA' BAFA': A CROSS CULTURAL SIMULATION

DATE: 4/17/18

TIME: 1:00 – 4:00 PM

TRAINER: Dr. Anthony DeJesús and Christina Best-Giacomini, PH.D. LMSW – University of St. Joseph

LOCATION: University of Saint Joseph, 1678 Asylum Avenue, West Hartford, CT – McDonough Hall Room 213

CEU'S: 3

****To attend this simulation, you must have previously attended the 3-hour "From Cultural Competence to Cultural Humility..." course. You may attend the offering on 4/17/18 (see below) or have previously attended**.**

In this simulation, participants are assigned to two artificial cultures. Each group is introduced to a different set of cultural values and allowed to practice these values and subsequently engage the other culture. This simulation is designed to foster cross-cultural awareness through experiencing the development and impact of stereotypes. Participants come to appreciate the negative impact of stereotypes and of the need to foster greater tolerance and understanding of others in all spheres of life.

[Non-DCF Staff / Provider Registration](#)

BEHAVIORAL ETHICS TRAINING

DATE(S): 5/22/18

TIME: 9:00 AM – 12:00 PM

TRAINER: Robert G. Madden, LCSW, JD – University of St. Joseph

LOCATION: University of Saint Joseph, 1678 Asylum Avenue, West Hartford, CT – McDonough Hall Room 200

CEU'S: 3

Behavioral ethics is a new area of scholarship and research emerging from the fields of cognitive psychology and business management. This presentation explores the question of how "good" people can engage in "bad" actions without being aware of the unethical nature of their behavior. Implications for social work practice are explored. Participants will understand how basic psychological processes contribute to ethical blind spots in practice, identify strategies to build ethical capital in social work organizations and demonstrate the ability to identify and analyze ethical risks in practice.

[Non-DCF Staff / Provider Registration](#)

FROM CULTURAL COMPETENCE TO CULTURAL HUMILITY: DEVELOPING KEY SKILLS IN ADDRESSING RACIAL BIAS IN CHILD WELFARE PRACTICE

DATE(S): 4/17/18

TIME: 9:00 AM – 12:00 PM

TRAINER: Dr. Anthony DeJesús and Christina Best-Giacomini, PH.D. LMSW – University of St. Joseph

LOCATION: University of Saint Joseph, 1678 Asylum Avenue, West Hartford, CT – McDonough Hall Room 213

CEU'S: 3

This workshop reviews definitions of cultural competence and provides a review of related concepts that address critiques of cultural competence. The concepts include Intersectionality, Implicit Bias and Cultural Humility. Considerations for child welfare practice are addressed. Participants will become familiar with definitions of cultural competence and a number of related concepts such as Intersectionality, Implicit Bias and Cultural Humility. Participants will become familiar with practice principals and skills for culturally responsive child welfare practice.

[Non-DCF Staff / Provider Registration](#)

CULTURAL HUMILITY AND IMPLICIT BIAS IN OUR PRACTICE

DATE(S): 5/18/18

TIME: 9:00 AM – 4:00 PM

TRAINER: Dr. Anthony DeJesús and Christina Best-Giacomini, PH.D. LMSW – University of St. Joseph

LOCATION: University of Saint Joseph, 1678 Asylum Avenue, West Hartford, CT – Bruyette AV

CEU'S: 6

Through didactic presentation, interactive activities, and applied scenarios participants will become familiar with definitions of cultural competence and a number of related concepts such as Intersectionality, Implicit Bias and Cultural Humility. Participants will become familiar with four key skills for culturally responsive practice; engage these concepts experientially; and be able to identify dimensions of their intersectional identities. Participants will also be able to deepen their understanding of unconscious or implicit bias in child welfare and how it influences decision-making.

[Non-DCF Staff / Provider Registration](#)

GAMBLING AWARENESS 101

DATE(S): 6/19/18

TIME: 9:00 AM – 4:00 PM

TRAINER: Fred Fetta, DMHAS

LOCATION: Connecticut Valley Hospital (CVH) – Beers Hall, Cocilovo Room, Middletown, CT

CEU'S: 6

The normative and pervasive nature of gambling behaviors in the United States can desensitize us to the problems that can occur when a person's view of gambling shifts from entertainment to fixation. Recently reassigned in the DSM 5 from an impulse control disorder to a behavioral addiction, disordered and problem gambling affects 2-5% of adults and twice as many young people. Confounding the issues of problem identification, referral, and treatment is a lack of awareness on the part of service providers, clients, family members and the general public that, for some people, gambling can become an addiction even more devastating than alcohol or other drugs. As state governments turn more to legalized gambling as a source of revenue, studies indicate that vulnerable populations: the poor, disenfranchised, and people in recovery from mental health and substance use disorders, are disproportionately impacted in harmful ways. This training will address the social and environmental factors which influence gambling; gender and race considerations; and how our biology creates conditions conducive to the pursuit of risk and reward. Training will include lecture, large and small group discussion, activities and media.

[Non-DCF Staff / Provider Registration](#)

IDENTIFYING AND WORKING WITH PARENTS WITH COGNITIVE LIMITATIONS

DATE(S): 4/6/18 or 5/4/18

TIME: 9:00 AM – 4:00 PM

TRAINER(S): CT PCL Workgroup

LOCATION: Klingberg Family Center, 370 Linwood Street, New Britain, CT

CEU'S: 6

This one day course is designed to provide participants with an overview of challenges and strategies to effectively work with parents with cognitive limitations. The training team is made up of professionals with direct working experience with these parents, within child welfare as well as in community programs and clinical settings. Through this training, participants will increase their ability to identify an individual who may have cognitive limitations. The training will encourage participants to reassess case practice and develop new interventions to enhance service delivery to these individuals and ultimately improve outcomes for families and children.

[Non-DCF Staff / Provider Registration](#)

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

DATE(S): 5/3/18
TIME: 9:00 AM – 12:00 PM
TRAINER(S): Ann Adams, LMSW, Scott Yeomans, President of F.I.R.E.
LOCATION: Central Office – Training Room 5/6
CEU'S: 3

This course will offer participants a basic understanding of the extent of the problem of youth firesetting, 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 firesetting behavior and interventions based on the child's individual needs in the environment in which the youth or child lives.

[Non-DCF Staff / Provider Registration](#)

MENTAL HEALTH FIRST AID

DATE(S): 6/13/18 & 6/14/18
TIME: 9:00 AM – 4:00 PM & 9:00-12:00
TRAINER(S): Cathy Sisco, Heather Clinger, Wheeler Clinic
LOCATION: Connecticut Clearing House, 334 Farmington Ave. Plainville, CT 0606
CEU'S: 6

****It is required you attend both dates to receive certification and CEU'S****

Mental Health First Aid is an 8-hour course that teaches participants how to help someone who is developing a mental health problem or experiencing a mental health crisis. It provides a basic understanding of what different mental illnesses and addictions are, how they can affect a person's daily life, and what helps individuals experiencing these challenges get well. The course helps participants identify, understand, and respond to signs of addictions and mental illnesses. Mental Health First Aid teaches about *recovery* and *resiliency* – the belief that individuals experiencing these challenges can and do get better, and use their strengths to stay well. The course trains participants to help people who may be experiencing a mental health problem or crisis, and participants that successfully complete the training receive a three year certification as a "Mental Health First Aider."

[Non-DCF Staff / Provider Registration](#)

THE ORGANIZATIONAL SIMULATION

DATE(S): 5/16/18
TIME: 9:00 AM – 12:00 PM
TRAINER(S): Dr. Anthony DeJesús – University of St. Joseph
LOCATION: University of Saint Joseph, 1678 Asylum Avenue, West Hartford, CT – McDonough Hall Room 200
CEU'S: 3

Participants will be assigned to roles in a simulated organization and through interaction will have an opportunity to understand their responses to different members of the organization and their statuses. Participants will develop insight into their own perceptions of others and how they are perceived by others in the workplace. Themes of group dynamics and power will be explored.

[Non-DCF Staff / Provider Registration](#)

YOUTH FIRESETTING PART II: NEXT STEPS

DATE(S): 5/3/18
TIME: 1:00 PM – 4:00 PM
TRAINER(S): Ann Adams, LMSW, Scott Yeomans, President of F.I.R.E., William Abbott, State Fire Marshall
LOCATION: Central Office – Training Room 5/6
CEU'S: Pending

Prerequisite: Introduction to Youth Firesetting

This course is intended for those who have participated in the Introduction to Youth Firesetting. This course will allow participants to use their new found knowledge about Youth Firesetting and to practice interviewing skills and identify possible interventions. Legal implications will be discussed as well as how to identify collaborative teams in the community in which they work. 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 a good understanding how to advocate for their clients and identify comprehensive and effective interventions specific to this population.

[Non-DCF Staff / Provider Registration](#)

WORKING WITH TRANSGENDER AND GENDER-DIVERSE YOUTH AND THEIR FAMILIES

DATE(S): 5/8/18
TIME: 9:00 AM – 4:00 PM
TRAINER: Elijah C. Nealy, Ph.D., M.Div., LCSW; – University of St. Joseph
LOCATION: University of Saint Joseph, 1678 Asylum Avenue, West Hartford, CT – Lynch Hall Room 107
CEU'S: 6

Using case presentation, video, and group discussion, this full-day training will cover basic terms and vocabulary, concepts of gender identity and expression, decisions to transition (or not), overview of social and/or medical transitions, intersections of race and class, the unique challenges facing gender-diverse and transgender youth and their families, strategies to facilitate family acceptance and optimal emotional and social development of these youth, and current best practices within child welfare.

[Non-DCF Staff / Provider Registration](#)

WORKING WITH VETERANS AND MILITARY FAMILIES

DATE(S): 5/24/18
TIME: 9:00 AM – 12:00 PM
TRAINER: Dr. Mariann Mankowski – University of St. Joseph
LOCATION: University of Saint Joseph, 1678 Asylum Avenue, West Hartford, CT – McDonough Hall Room 200
CEU'S: 3

This course will enhance participants' understanding of the unique needs of working with military and veteran families. The course will offer participants an opportunity to enhance their understanding of engagement, ongoing work, and other dynamics related to this unique population. Didactic presentation and group discussion will occur.

[Non-DCF Staff / Provider Registration](#)

OVERVIEW OF PRE-SERVICE TRAININGS

The Academy for Workforce Development provides an extensive Pre-Service training curriculum to all newly hired Social Workers and Social Worker Trainees comprised of 31 days of training over 10 months. These trainings provide a foundation of child welfare work and focus on building the competencies necessary for social workers to be successful in their work with children and families. The training curriculum continues to evolve as child welfare work transforms to meet ever-changing needs of families and to adapt to best practice standards.

In addition to the classroom trainings, new hires are expected to complete the on-line Mandated Reporter Training within a week of starting their pre-service training. There are also documents available to support Social Work Supervisors in orienting their new hires to the work of the agency and to further their classroom learning. The Shadowing Guidelines and Transfer of Learning documents are available on the Academy SharePoint site.

TIER I

(Typically completed between 1 and 4 months)

An Introduction to Child Welfare: A Family Centered Approach

During this course participants introduce themselves thru a group activity noting their past experiences, educational background and reasons for choosing employment with the Department of Children and Families (DCF). The Trainer reviews the Juan F. Exit Plan, Positive Outcomes for Children, (POC) and the Children and Family Services Reviews (CFSR). The Trainer also introduces the participants to Child Welfare legislation and evidenced based tools utilized by the Department. In the afternoon, the participants will take a multiple-choice test to determine their baseline knowledge of child protective services issues and practice.

Foundations for Best Case Practice

Through this course, participants learn to identify personal values and explore how those values impact service delivery to children and families. Participants connect personal values to a professional code of ethics that govern the field of social work and the Department of Children and Families standards for state employee conduct. Participants learn the proper use of authority and how the appropriate or inappropriate use of it can affect positive case management services and interactions between social worker and families. Participants become familiar with the functions of the Child Protective Careline, the investigation process and possible outcomes associated with each process. By the end of the training participants will be able to connect how their values, ethics, and beliefs on authority will impact these processes.

Health and Wellness Practice Standards

The goal of this training is to provide participants with the knowledge necessary to recognize and identify the health and well-being issues associated with children in the child welfare system; and to also promote and help families and caretakers sustain the health and well-being of children in their care. This training will also orient participants to the Health & Wellness Division within DCF.

Trauma Toolkit

The Trauma Toolkit training was developed to educate child welfare professionals about the impact of trauma on the development and behavior of children. This program will explore the impact of child traumatic stress on attachment, cognitive development, behaviors, and relationships. Specific focus is placed on understanding the effect of chronic and complex trauma on brain development and the long-term impact of adverse childhood experiences. Participants will also develop strategies for considering and addressing the psychological safety of children in the wake of traumatic experiences as well as building resilience for children and the caregivers with whom they live.

Promoting Racial Justice within Child Welfare Organization

This full day course that provides the opportunity for participants to recognize and understand the diversity of cultures in the children and families served by the Department of Children and Families. This course allows participants opportunities to self-reflect their own values, beliefs and attitudes, biases (explicit and implicit), and worldviews and examine how these impact their assessments of children and families and their own decision making processes. Participants will also have the opportunity to have courageous conversations regarding race and racism and the impact on the work we do with our children and families at DCF, community partners, as well as internally as the Department moves towards becoming a Racial Justice Organization. This course will feature individual and interactive activities to not only invoke courageous conversations, but also develop skills and knowledge necessary to effectively work and provide services to children and families from diverse populations.

Car Seat Safety

This one-day course provides participants with the knowledge of the regulations regarding car seats. Training is provided through the use of lectures, video, written exam and hands on training for installing car seats while observed by a certified instructor.

LINK for CPS - (DCF's Computer Data Base System)

During this course, participants will develop a baseline understanding of the Department's Comprehensive Child Welfare Information System (CCWIS) (LINK) role and function, their responsibility for and process of entering information into the system, and how to search and secure information from the system. Participants will learn the general functions of LINK, including search functions, general tab functions, saving material, printing, and the nature of each case icon. Participants will be oriented to and provided opportunity to practice: searching cases, individuals, placements, legal status, and providers; entering narratives utilizing codes to accurately reflect visitation bench-marks and other elements of data reports; reviewing investigations materials, entering and ending placements (including temporary placements and runaway episodes) and payments; developing visitation plans; entering legal work; completing the Placement Resource Search icon; and entering background checks. Focus will also be placed on entering educational and medical profiles for children; overview of the Structured Decision Making (SDM) tools; initializing, completing, updating, and approving case plans; and an introduction to data collection systems. In addition, representatives from the Revenue Enhancement Division provide participants an overview of the purpose of completing 'Random Moment Time Study' icons that are generated randomly in LINK.

Worker Safety: A Physical and Psychological Approach for Child Welfare Staff

This course focuses on identifying risks and protective factors as it pertains to worker safety. A heavy emphasis is put on prevention and awareness, including self-awareness, client awareness and environmental awareness. The day includes a discussion on crisis formation and suggestions for de-escalating a client that is presenting as anxious or defensive.

Techniques to avoid canine attacks are explored. A portion of the day is dedicated to self-care, which includes an overview of the special review process and a framework for preventing/addressing trauma exposure response.

Structured Decision Making (SDM)

This one day course provides an overview of Structured Decision Making (SDM). The SDM model provides evidence based data to guide the decisions regarding safety, permanency and well-being for the families and children served by DCF. The training provides a hands-on application approach to reinforce the implementation and use of the tools at critical points during the life of a DCF case. Timeframes for completion and the integration of SDM with the case planning process are also covered.

Legal I – Introduction to Legal Services

This one day course starts off the legal training series for participants and provides a foundational framework for understanding the legal context of child welfare work. Participants are provided an overview of the court system in Connecticut, legal terminology, statutory, regulatory and policy related limitations on decision-making as well as strategies to assist workers in information collection and presentation to the AAG's. Neglect petitions are the primary focus of the afternoon portion of the training, and includes exploration of the petition document, jurisdictional facts, and the summary of facts.

Case Plan for Pre-Service - Days 1 & 2

The goal of this two day course is to familiarize participants with the Case Plan document, policy, components of case practice directly related to its development and functionality, and the role and process of the Administrative Case Review (ACR) and ACR Supervisor. This course specifically covers the requirements for when a Family Case Plan and/or a Child in Placement Case Plan are to be written. Fostering Connections and the Child and Family Service Review (CFSR) and their impact to the Case Plan are discussed as well as Case Activity Narrative and its role in the development of the case plan and ongoing assessment. Participants will be able to describe and identify the elements of the Family Case Plan/Child in Placement Plan and participate in a writing exercise in order to demonstrate skills learned to complete the case plan requirements.

Focus will be placed on the important impact of engaging and including the family, kin and family supports voices in case planning and assisting clients in achieving success. Throughout the course, representatives from the Administrative Case Review Unit connect material being covered to the federal mandates addressed in the ACR process, identifies the requirements for notification of participants; familiarize staff with the ACR LINK process, and its role in achieving successful outcomes for children.

Engaging Families: In the Home and In Care

Through this two day course participants will be introduced to essential components of family centered practice and solution focused case work. Models for purposeful visitation are reviewed. Participants will develop genograms for the purpose of understanding family dynamics. Participants will explore barriers to engagement and discuss strategies to overcome them. The differences between interviewing children and adults is reviewed. The class will explore the importance of fatherhood engagement and practice implementing a gatekeeping assessment tool. Finally participants practice engagement and assessment skills through a simulation training held in apartment settings with clients being role played by FAVOR staff.

Intimate Partner Violence (IPV) – Days 1 & 2

Intimate Partner Violence Day 1

This course provides participants with an introduction to Intimate Partner Violence (IPV). Through group activity, lecture, and supplemental video clips, participants explore and discuss commonly held myths pertaining to IPV; gain an understanding of the various terms being used within the field; and discuss the numerous warning signs and types of abusive behavior that are present in relationships characterized by IPV. A significant discussion regarding the implications of culture with respect to IPV is also conducted during this course. Also explored is the impact of IPV on children.

Intimate Partner Violence Day 2

This course builds on the introductory material covered in "Intimate Partner Violence, Day 1;" and is designed to provide participants with an opportunity to build their knowledge base and skills relative to working with offenders and survivors in IPV cases. Strategies for engaging and interviewing children, survivors, and offenders in the case planning process is covered. Significant time is devoted to safety planning and the identification of local and statewide IPV services and resources.

Behavioral Health

This one day course orients participants to the topic of behavioral health as it relates to substance abuse and mental/ emotional diagnosis. This course will provide a base understanding of the signs, symptoms, and behaviors specific to the parents and/or caregivers that are struggling with or living with mental health concerns. Participants will explore, within their role as a CPS social worker, how to discuss mental health concerns and their impact on child safety. Focus will be placed on the importance and obligation of CPS social workers in not only recognizing concerns, but also in facilitating and supporting access to timely services. Discussion includes the impact of culture within the assessment and treatment process as well as the role stigma can play in the arena of behavioral health concerns.

Permanency Teaming - Days 1 & 2

This two-day course provides an in-depth exploration of the needs of youth in care to secure permanency, maintain relationships with their biological family and other important people in their lives, as well as an exploration of the agencies Permanency Child and Family Team Meetings.

Permanency Teaming Day 1

Day 1 establishes the basic framework of the Permanency Teaming process, including the importance of family, search and engagement. Through lecture, small group activity, DVDs and role-play, participants will explore the core values of child welfare practice in the permanency teaming process and the role of the child welfare social worker. Focus will include balancing safety and connection, initiating permanency conversations with children and youth, as well as provide tools to organize and represent the youth's voice.

Permanency Teaming Day 2

Day 2 continues the exploration of the permanency teaming process using lecture, small group activity, DVDs and role-play. Participants explore the process and content of individual conversations with adults in preparation for team meetings, the role of joint or small group conversations and large team meetings, with focus placed on including the child and youth's voice. The training culminates in the importance of and steps toward establishing a culture of permanency in the reframing of casework practice.

Legal II-Neglect Petitions, How to Write an Order of Temporary Custody and Mock Trial

This two-day course, co-trained with representatives from the legal division, is designed to assist CPS workers in becoming familiar with the unique authority and responsibility the Department has when addressing safety concerns for children.

Legal II Day I

During Day 1 an exploration of immanency relative to a child's safety will occur using scenarios and classroom discussion. Additionally, participants will learn the legal forms that are used when filing an order of temporary custody, the difference between a social work affidavit and a summary of facts, and the role of trials (including testifying) in the legal process.

Legal II Day 2

Day 2 continues with a mock trial utilizing an actual case assigned to one of the course participants, with that participant serving as the witness in the mock trial. Trainers assist in portraying the various roles associated with a trial.

Legal III – The Legal Work of Permanency

This one-day course, co-trained with a DCF Staff Attorney, is designed to assist CPS workers in understanding the different phases of concurrent planning and the post dispositional proceedings including Motions to Review Permanency Plans and Motions to Change Disposition. This course reviews the concepts taught in Legal I and Legal II, and explores the various Permanency Plans for children in DCF care. Discussion focuses on the role Specific Steps and rehabilitative roles they play in the court process as well as case practice. Participants are provided hands on experience in writing components of a Study in Support of Permanency Plan. In addition, participants are introduced to the implications of terminating parental rights, including an in-depth discussion of the grounds for filing a TPR. The Expectations of the court regarding the department making reasonable efforts, and the steps which need to be taken to meet those expectations, is also presented.

Empathy Simulation Bus Experience:

A high percentage of our DCF client population live in poverty and rely on public transportation. Public transportation speaks volumes about a society; such as, racism, economic injustice and the patterns of historical development as a nation. These patterns are embedded in a transportation system that many people take for granted. The average middle class person is fairly oblivious and unaffected by the fact that lack of transportation is the number one deterrent to employment and community involvement across the country. The goal of this exercise is to provide social work trainees with empathy for our client population who utilize public transportation. Empathy is particularly important to social work practice. Clients who experience empathy from their social worker/provider tend to have improved outcomes. Empathic social work practitioners are more effective and can balance their roles better. The goal of this exercise is to encourage and develop child protection social worker empathy for the populations we serve.

TIER II

(Typically completed between 5 and 10 months)

Substance Abuse - Days 1 & 2

Participants will be exposed to the nature of addiction, relapse, and recovery, as well as an overview of the drugs most prevalent in child protective service cases. The primary goal of this course is to develop a knowledge base as it pertains to addiction. Participants will be encouraged to question their own beliefs and biases, and confront their perceptions. Within the course, the strong relation between substance abuse and child maltreatment will be highlighted. Participants will be exposed to several models of dependence and options relative to recovery. Clips from the HBO Series "Addiction" will be utilized to assist in the understanding of the process of addiction and the difficult aspects of recovery. Throughout the course the information presented will be weighed against the necessary practices of child protective services, the court system, and child development.

Substance Abuse Day 1

Introduction to substance abuse from a historical perspective as it affects the families we serve will be explored. Day one focuses on the impact of addiction, the diagnostic criteria and the behaviors associated with the disease.

Substance Abuse Day 2

Day two introduces participants to harm reduction therapies and issues relevant to relapse and recovery. The DCF Policy and referral process is reviewed and participants are educated on the signs, symptoms, and physical evidence associated with five different substances. The impact of the addiction on the family system is explored throughout the course.

Sexual Abuse Day 1

Sexual Abuse Day 1 is designed to give participants an overview of child sexual abuse. The day covers dynamics of sexual abuse, indicators of child sexual abuse and a review of what a child sexual abuse medical and clinical evaluation entails. This course introduces participants to the topic of "Minimal facts" and Connecticut's multi-disciplined approach to sexual abuse. The focus of the course is around understanding the victim.

Sexual Abuse Day 2

This is a continuation of Sexual Abuse Day 1 the focus of the course introduces participants to the role of the sexual offenders, the non-offending parent(s), and their impact on family dynamics and the ability to adequately safety plan for children. Topics include characteristics of offenders, treatment options for offenders, and the impact the non-offender has on the disclosure, safety planning and treatment, and safety planning with the non-offending parent, offenders, and children. A pre-selected participant presents a case involving sexual abuse, which is explored using the group supervision model.

Understanding the Numbers to Enhance Case Practice

This one day course will provide participants with an overview of the various data reporting systems used within the department, the organizational tools available, and options for developing systems to prioritize and manage case work demands and enhance case work practice. This will include an overview of information regarding the data collected by LINK and the resulting ROM, LINK Reports, ACR Reports, and other SharePoint reports that stem from their input. Participants will be guided through the process of setting default settings and moving between summary and detail views. An introduction to EXCEL will be provided, to include exporting data from ROM and LINK SharePoint, filtering and sorting data, freezing panes, and creating formulas.

Educational Issues

This course is taught by the representatives in the educational division. Course content covers special education, planning and placement teams (PPT's), Individual Educational Plans (IEP's) and the role of surrogate parents. The role of the DCF worker in the education setting is also discussed.

Test and Written Assessment

This course is comprised of a computer based posttest, an oral presentation and exploration of a case from their caseload utilizing a truncated version of the department's group supervision model, and the writing of assessment components of a case plan based on an investigation protocol and narrative for a sample case. The final tests provide insight on the retention of knowledge from the classroom and field experiences as well as a demonstration of their individual skills. The results of and feedback stemming from the final test day is provided to and can be used by supervisors and participants to identify further training needs and areas that need increased proficiency for successful completion of the job.

PROFESSIONAL DEVELOPMENT

CT Partnership for Child Welfare Excellence

The DCF Academy for Workforce Development, in partnership with the UCONN School of Social Work (SSW), has been awarded a five year grant that is ultimately designed to support our workforce. The Partnership will result in 35 Master of Social Work (MSW) graduates over a five year period, who are either currently employed at the Department or who will receive priority consideration for employment. DCF will seek students who are currently enrolled or are considering enrollment in the UCONN SSW - MSW program. Students accepted in the program will have their final year (\$13,714) of graduate study paid in full through this grant. Students must do their field internship at DCF.

The 2018-2019 cohort for the CT Partnership for Child Welfare Excellence Program will be the last cohort under the grant. The DCF and UCONN SSW will continue to explore other available educational opportunities to advance student learning and this partnership.

Graduate Education Stipend (GES)

The GES Program is an educational program to assist DCF employees with **two or more years of employment** in obtaining either an undergraduate or graduate degree in the field of Social Work/Child Welfare. This program offers **full-time employees** the opportunity to work a 32 hour work week and 8 hours of work time to devote to their internship. The reduction of hours will not affect seniority or longevity and **overtime is not permitted** while participating in this program. Recipients must be completing an internship either external to the Department or at a DCF location other than your current worksite. Students need to be in good standing and maintain a 3.0 GPA or better. Program recipients are obligated to complete two months of employment of service for every month of participation in the GES program, equivalent to 18 months.

Application and deadline has passed.

MSW Field Placement

The MSW Field Placement Program is offered to first and second year, as well as Advanced Standing students. Priority goes to students seeking their final year field placement. The intent of the program is to foster support of our social workers by allowing them to meet their university requirements for 20 hours of field instruction within their regular forty hour work week. A major component of the program is that it allows for the social workers to use their place of employment as their field instruction, while maintaining their current caseload, within their current unit. A field instructor outside of the student's chain of command is utilized to ensure a separation of work and learning responsibilities.

Application and deadline has passed.

Note: Employees may apply for both the Graduate Education Stipend (GES) and MSW Field Education Program. However, employees may only be accepted into one program per academic year. It is advised that the student apply for the GES program in the first year of their educational program and the MSW Field Educational Program in the second year when they are required to complete more hours for the placement.

Field Supervision

Providing field supervision / instruction to a student intern is an excellent opportunity for DCF staff to develop professionally, while assisting in the education and growth of a future human services professional. **Field Supervisors** are expected to provide students with activities that meet the students' learning objectives as outlined in a learning contract and / or class syllabus. At times, schools may require the Field Supervisor be certified via the Seminar in Field Instruction (SIFI) course. For additional information regarding field supervision / instruction, please visit the [DCF Academy website](#).

Internship

The Department of Children and Families provides unpaid internship opportunities for students pursuing a degree in social work or a related field, and for which the internship is an academic requirement. For additional information, please visit the [DCF Academy website](#).

Mentoring for Social Work Staff:

The DCF Mentoring Program is designed to assist P-2 staff in their professional development. Applicants who are accepted into the one year program are paired with a mentor, a DCF staff person in a Program Manager position and above. Throughout the program, mentor and mentee participate in numerous activities that are designed to expose the mentee to new information, systems, or perspective which will enhance their career in child protection. Mentees are strongly encouraged to design and implement a project throughout the program, with the support and guidance of their mentor. Detailed information regarding the application process will be announced separately.

Staff Biographies

Jodi Hill-Lilly, Director, L.M.S.W., Southern Connecticut State University

Jodi joined DCF in 1988, and held positions as Social Worker, Social Work Supervisor, and DCF Manager. She is a SWIP graduate and worked in New Haven Office in the area of Treatment and Investigations. Her tenure at the Academy began in 1997 as a Child Welfare Trainer. She also held the position of Coordinator of Community Programs, Assistant Director and now Director of the DCF Academy for Workforce Development. Jodi is well versed in the area of Child Welfare on a state and national level.

Tracy Davis, Assistant Director, M.S.W., University of Connecticut School of Social Work

Tracy joined DCF in 1994 and held positions as a Social Worker, Social Work Supervisor, Child Welfare Trainer and Program Supervisor. In 2004, she rejoined the DCF Academy for Workforce Development as the Assistant Director.

Timothy Monahan, Program Manager, M.S.W., University of Connecticut School of Social Work.

Tim began his career in children's protective services in 2002 as a Social Worker with the Massachusetts Department of Children and Families. In 2003, he joined the Connecticut Department of Children and Families, and worked in the Manchester Area Office as a Social Worker. In 2008, Tim was promoted to the position of Social Worker Supervisor, and transitioned to the New Britain Area Office where he supervised ongoing services and intake units, and served as a liaison to the Central Connecticut Multidisciplinary Team (MDT). Tim joined the DCF Academy for Workforce Development in 2012 as a Child Welfare Trainer and has provided training in the areas of Differential Response, Mandated Reporting, Trauma, Teaming, Sexual Abuse, Substance Abuse, Fatherhood Engagement, and Intimate Partner Violence. Tim was promoted to his current position of Program Manager at the Academy in 2015.

Louise Montemurro, Program Manager, B.A. Sociology / Social Work - Central CT State University

Louise began working for DCF in April 1986 as a SW in the Middletown Office. She held various positions such as; Social Worker (treatment & intake), Social Work Supervisor, QI Program Manager for Regions 2 & 6 and Program Manager in various divisions during her 29 years with the agency; CPS, Revenue Enhancement, Quality Assurance, and Administrative Case Review. Louise has worked out of several Regional offices; Middletown, Waterbury, Danbury, Torrington, Meriden, New Britain, New Haven, Milford and Central Office. She joined the Academy in January 2014 and was an active member of the Mentor Committee for over ten years and Manager over the internship/ professional development program.

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.

Gregory Castro, Child Welfare Trainer, B.S., Springfield College

Greg joined DCF in August 2001 after working for a combined 7 years at Family Services Woodfield, Casey Family Services and Prospect House serving non-profit programs with a variety of chronic mental health, at risk youth and the homeless populations. Greg joined DCF in 2001 where he worked in the New Haven/Greater New Haven Office as a Social Worker and later as an Investigator. In 2003, Greg volunteered as a P2 union steward. In 2005, he was promoted to the position of Social Work Supervisor for the Greater New Haven Office where he supervised ongoing and training units. In 2013, Greg became the Considered Removal facilitator for the Milford Office. In 2015, Greg joined the New Britain Office where he oversaw a training unit. In June 2017, he joined the DCF Academy for Workforce Development.

Kim Crocker, Visual Media Designer – A.A. (Multimedia) Manchester Community College

Kim joined DCF in April 1993, has worked in Administrative Assistant positions for Health, CPS, QA, ACR and Investigation units. She joined the DCF Academy for Workforce Development Media Center in 1998 as a Visual Media Designer.

Mary Daries, Child Welfare Trainer, B.S., University of Connecticut (UConn)

Mary Daries started as a Social Worker at the Department of Children and Families in 1993. As a social worker Ms. Daries provided case management to families and conducted investigations. In 2006 Ms. Daries was promoted to Social Work Supervisor. In the capacity of supervisor Ms. Daries supervised ongoing services, permanency, and investigations. In 2011 Mrs. Daries became the Mandated Reporter Liaison for the Manchester Area Office. In April of 2015 Ms. Daries joined the Academy for Workforce Development as a Child Welfare Trainer.

Ed Eckert, Child Welfare Trainer, B.S. Sociology, Southern CT State University

Ed first joined the Department of Children and Families (DCF) in 2001 as a DCF Intern while attending Southern CT State University. In 2002, he was hired by DCF within the Meriden Area Office as an ongoing services Social Worker Trainee, before moving to investigations within DCF in 2005. In 2009, he was promoted within the Meriden Area Office to Social Work Supervisor where he supervised ongoing services and investigations. Ed has also supervised Social Work Case Aides, was a backup Considered Removal Facilitator, and served as

a liaison to the South Central Connecticut Multidisciplinary Team (MDT). Ed joined the DCF Academy for Workforce Development as a Child Welfare Trainer in 2016.

Suzanne Neafus, IT Consultant, M.S., Long Island University

Suzanne joined DCF after spending 3 years as a computer applications/technical trainer. Her primary training focus was Microsoft office products, along with database design and reporting tools. Suzanne has also spent 10 years as a computer programmer while providing support, documentation as well as end user training. She began consulting for the DCF Academy for Workforce Development in December 2013 as a Technology Consultant.

Kristine Stickney-Rivera, Child Welfare Trainer, LCSW, University of Connecticut School of Social Work

Kristine has been with DCF since November, 2006. She left for a period of time 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. 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.

Jennifer Rondini-Zayas, Child Welfare Trainer, 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.

Qur-an Webb, Child Welfare Trainer, M.S.W., University of Connecticut

Qur-an have been with DCF since June 1999. As a Social Worker he worked in Ongoing Services and Adolescent Units in the New Britain Area Office from 1999 - 2008. He was promoted to Social Work Supervisor in June 2008. Mr. Webb supervised an Ongoing Services/Adolescent Unit from 2008 - 2011 and Intake from 2011 - 2013. He returned to the New Britain Office in 2013 and supervised an Adolescent Unit from 2013 to April 2015. In April 2015 he joined the Academy for Workforce Development as a Child Welfare Trainer.

Pamela Williams, Office Supervisor

Pam joined DCF in November of 1988, and held positions as 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 office, Administrative Law, Policy and Licensing and Quality Improvement. In January 2005 Pam joined the Academy for Workforce Development, where she assumed the position as a Statewide Clerical Coordinator.

Cheryl Wright, Secretary II

Cheryl Wright joined DCF in 2004. She began her career as a Secretary I and soon advanced to the level of Secretary II. Cheryl worked in the Hartford Area Office. She established expertise in the area of Permanency, Investigations, Ongoing Services and FASU. Cheryl joined the Academy in February 2007, where she assumed the position of registrar.

Jon Zane, Child Welfare Trainer, B.A., George Mason University

Jon joined DCF in March of 2000 as a social worker trainee. During the course of his career he worked in different specialties of the agency including ongoing services, intake and adolescent services. His most recent assignment prior to the Academy for Workforce Development was supervising an adolescent unit. He has worked in the Norwich, Willimantic and Central Offices. In May 2014 Jon joined the Academy for Workforce Development as a Child Welfare Trainer.

Training Locations - Maps & Directions

Location	Contact	Directions
Colchester Town Hall 127 Norwich Avenue Colchester, CT 06415	Sylvia Miller 860-537-7223 Deptclerk@colchesterct.gov	Colchester Town Hall
Department of Emergency Services and Public Protection (DESPP) 1111 Country Club Road Middletown, CT 06457	Eileen LeRoy 860-685-8020 Eileen.LeRoi@ct.gov	Department of Emergency Services and Public Protection (DESPP)
DCF Academy (COTA) 505 Hudson Street - 6 th fl. Hartford, CT 06106	Pamela Williams 860-560-5025 Pamela.williams@ct.gov	Central Office Academy (COTA)
DCF Academy (SOTA) 1 Long Wharf - 3 rd floor New Haven, CT	Pamela Williams 860-560-5025 Pamela.williams@ct.gov	New Haven Academy (SOTA)
HRA of New Britain 180 Clinton Street New Britain, CT 06053	Irene Chlastawa 860-225-8601 x-2253 ichlastawa@hranbct.org	HRA of New Britain
Milford Area Office - Conference Room 38 Wellington Road Milford, CT 06461	Stacy Eagan-Libero 860-306-5401 Stacy.Eagan@ct.gov	Milford Area Office
Solnit South - Riverview 915 River Road Middletown, CT 06457	Chris Arnold 860-704-4230 Christopher.Arnold@ct.gov	Solnit South (Riverview)
UConn - Torrington 843 University Drive Torrington, CT 06790	Jann Carmody-Tanner 860-626-6240 jann.carmody-tanner@uconn.edu	UConn - Torrington
Beacon Health Options 500 Enterprise Drive Rocky Hill, CT 06067	Heather Mastroianni 860-263-2004 Heather.Mastroianni@beaconhealthoptions.com	Value Options
Waterbury Youth Services 83 Prospect Street Waterbury, CT 06702	Janet Alvarado 203-573-0264 jalvarado@waterburyyouthservices.org	Waterbury Youth Services