

Elks Aidmore Children's Center 2008 Training Calendar

Topic	Hrs	Projected Date	Audience
<p style="text-align: center;">Crisis Management</p> <ul style="list-style-type: none"> a. fire safety b. 911-Major Emergencies c. use of on-call d. communicating with others e. severe weather precautions f. suspected abuse/neglect 	3	January 25 th July 18 th	All Staff
<p style="text-align: center;">Cultural Competence</p> <ul style="list-style-type: none"> a. interventions that address cultural and socioeconomic class factors in service delivery. b. the role cultural identity plays in motivating human behavior c. differences in norms and values d. personal and institutionalized bias or discrimination e. cultural variables in differential diagnosis/assessment and designing responsive interventions 	3	March 28 th	All Staff
<p style="text-align: center;">Advocating for residents and their families</p> <ul style="list-style-type: none"> a. accessing concrete, financial, and other community resources b. identifying the impact of the socioeconomic environment of the service population c. promoting sensitivity and alertness to all forms of discrimination facing persons served d. performing interventions that empower persons served and their families to advocate on their own behalf 	3	October 16 th	Clinical & Cottage Coordinators, Life Skills Coordinator, Aftercare Coordinator
<p style="text-align: center;">Mandated Reporting</p> <ul style="list-style-type: none"> a. identification of clinical indicators of suspected abuse and neglect b. reportable criminal behavior, including criminal acquaintance and statutory rape c. duty to warn 	2	February 29 th October 24 th	All Staff

<p style="text-align: center;">Disease Prevention</p> <ul style="list-style-type: none"> a. protocol for providing service to residents and families with contagious and infectious diseases. b. universal disease precautions c. recognizing the symptoms of other medical problems such as asthma or lead poisoning d. air and blood-borne pathogens e. TB prevention and control 	3	February 8th August 15th	All Staff
CPR/First Aid	6	January 10th & 11th June 16th	All Staff
CPI	12	April 16th & 17th September 17th & 18th	All New Employees
CPI Refresher	6	April 14th September 15th	All Employees
<p style="text-align: center;">Strength-based Child and Family Assessments and Interventions</p> <ul style="list-style-type: none"> a. strength-based individual care plans b. strength-based interventions for child and family 	3	May 19th	Clinical & Cottage Coordinators, Aftercare Coordinator
<p style="text-align: center;">Meeting The Needs of Youth and Families In Care</p> <ul style="list-style-type: none"> a. behavioral and emotional challenges typical of residents referred to the agency b. how to build a rapport and respond to the behaviors of the youth we serve c. behavior dynamics and treatment needs of residents who have been neglected who have been neglected and/or abused physically, sexually and emotionally d. effects of separation and an understanding of attachment issues e. the needs of individuals and families in crisis, including special service needs of victims of violence, abuse or neglect and their family members 	3	May 9th	All Staff

<ul style="list-style-type: none"> f. basic health and medical needs of the service population g. agency procedure for working with foreign language speakers and persons with communication impairments 			
<p style="text-align: center;">Suicide Prevention and Protocol</p> <ul style="list-style-type: none"> a. recognizing suicidal symptoms b. agency protocol 	2	February 22nd	All Staff
<p style="text-align: center;">Alcohol and Substance Abuse Among Adolescents</p> <ul style="list-style-type: none"> a. how to identify when an adolescent may be using alcohol or other substances b. agency policy 	2	May 23rd	All Staff
<p style="text-align: center;">Discipline</p> <ul style="list-style-type: none"> a. what to expect from our service population b. interventions to assist with acting out behaviors c. agency policy on discipline 	2	March 14th	Direct Care Staff, Education Coordinator, Cottage Coordinators, Aftercare Coordinator, Life Skills Coordinator
<p style="text-align: center;">New Employee Orientation</p> <ul style="list-style-type: none"> a. mission, philosophy, goals b. services, policies and procedures c. an organizational chart that delineates lines of accountability and authority at all levels of the organization d. cultural and socioeconomic characteristics of the service population e. the organizations relationship with other community resources f. continuous quality improvement process g. program manual & staff handbook 	6	January 16th April 9th July 9th October 8th	New Employees

<p style="text-align: center;">Diagnosis and Interventions</p> <ul style="list-style-type: none"> a. frequently seen diagnosis within our service population b. hands on interventions to use in working with specific diagnosis 	2	April 25th	All Staff
<p style="text-align: center;">Creating A Positive Environment For The Youth In Our Care</p> <ul style="list-style-type: none"> a. the needs of special populations within the defined service population b. normalizing experiences c. social inclusion 	2	April 11th	Direct Care Staff, Education Liason, Cottage Coordinators, Aftercare Coordinator Life Skills Coordinator
<p style="text-align: center;">Basic Pharmacology and Medication Administration</p>	2	June 13th	All Staff
<p style="text-align: center;">Ethics in Social Work Practice</p>	6	August 11th	All Staff
<p style="text-align: center;">Legal Issues Influencing Service Delivery</p> <ul style="list-style-type: none"> a. judicial and regulatory issues that affect service delivery b. consent decrees c. policies and procedures on confidentiality d. disclosure of service recipient information e. legal rights of service recipients 	3	September 26th	All Staff

<p style="text-align: center;">Team Building</p> <p>a. team building exercises that promote communication and working together b. ropes course activities</p>	3	Semi-Annually	All Staff