

# Spence-Chapin Trainings



As a leader in the adoption world and long-time advocates for foster and adoptive families, we have developed a wide array of trainings to meet your needs.

Our online and in-person trainings are highly engaging and interactive. They include lectures, group discussions, role-playing, video clips, and independent activities.



We understand the challenges that are unique to adoption and foster care, including:

- Grief and Loss
- Trauma
- Identity
- Behavioral Issues
- Attachment
- Bonding
- Openess

We have experience presenting in child welfare agencies, schools, the court system, and the community. The length of workshops varies from a few hours to multi-day events, depending on the topics covered. Workshops can be adjusted to meet your needs, and more than one workshop can be provided in one day. We also create new training to suit your staff's needs on various topics covering mental health issues to post-adoption issues.

**The audience for trainings:**

Our training can be given with the content changed to reflect the needs and level of education on any subject listed. We can provide CEU training to agencies that can grant CEUs. Our clinicians are all LMSW and LCSW.

**Pricing:**

We charge \$150 an hour for the training listed below New trainings created for your agency would be billed at \$200 an hour All CEU training are \$200 an hour for the training listed, \$275 an hour for new training.



# ADOPTION TRAININGS:

## **Understanding Identity Development for Adoptees (3 hours)**

**Audience: Professionals, Parents, Caregivers**

This workshop explores how identity and self-concept are formed and provides practical tools to nurture identity development, help children feel lovable, have a sense of belonging, and an internalized belief that they can achieve their goals. Identity is known as an essential, individualized, and complex process among adoptees. This workshop highlights the crucial role parents and caregivers play in helping children develop a healthy identity incorporating all aspects of who they are. We explore how histories of loss and trauma and the experience of being a transracial/transcultural family impact how children see themselves. We discuss the ways children's identities change when they are adopted and discuss shifts in the entire family's identity. Case examples from the participants can be added to the training to help make it more accessible to the organization and troublesome situations.

## **Grief, Loss, & Separation: Healing Through Understanding (3 hours)**

**Audience: Professionals, Parents, Caregivers**

This workshop provides an in-depth examination of grief, loss, separation, and how it affects children's Behavior and family life. Most children cannot express their feelings, nor do they grieve as adults do. Instead, it is expressed through their Behavior. We review leading theoretical frameworks of grief and loss from the perspective of all members of the adoption triad (adoptive child, adoptive parent and birth parents). We look at how grief is processed at different ages of development and how trauma affects the grieving process. We discuss ambiguous loss, which is often a type of loss experienced in foster care. We provide ways that caregivers can intervene to help the grieving child process their loss.

## **Openness In Adoption (2 hours)**

**Audience: Professionals, Adoptive Parents, and Caregivers**

This workshop explores the concepts that form the foundation for promoting openness and provides recommendations for how adoptive parents can encourage connection with birth families and other supports. In foster care and Adoption, openness offers a space for a child to have some contact with their birth families, maintain a connection to their identity and ease the pain of loss and grief. We discuss ways to engage all adoption triad members to this concept and develop a healthy open relationship, relieving hostilities and disappointments. We also discuss roadblocks to openness and the importance of maintaining boundaries under challenging circumstances.

## **Discipline and Behavior (2 hours)**

**Audience: Professionals, Parents, and Caregivers**

This training provides an overview of best practices in discipline for foster and adopted children. Professionals will learn effective discipline strategies and techniques that set expectations and manage Behavior while creating a safe, nurturing home environment. We discuss emotional regulation and ways to stabilize children's emotions. We will also discuss what boundaries and rules are appropriate for children when they first join a family. We will highlight discipline techniques that promote healthy attachments. Finally, we will identify the differences between discipline and punishment.

## **Questions and Skills in Assessment: (3 hours)**

**Audience: Professionals**

Practical foster care work requires critical thinking and highly tuned assessment skills. This workshop provides professionals with the tools they can use to assess their clients' strengths and better formulate realistic service plans and achievable goals. Participants will learn to work with crucial assessment tools, including ecomaps, genograms, and the CANS Assessment.

## **Finding the Right Words for Tough Conversations (2 hours)**

**Audience: Professionals, Parents, and Caregivers**

It's not always easy to know what to say and when to say it. This workshop provides strategies and guidelines to help parents, professionals, and caregivers to talk to children about tough topics at varying ages and stages of their development. Often caregivers and foster care professionals are the bearers of bad news and must initiate uncomfortable but necessary conversation. During this workshop, the presenter will provide guidelines about talking to children about difficult subjects and facilitating a discussion about bolstering emotional intelligence in children. Specific examples are provided, and participants will engage in role plays to increase their comfort levels.

## **Attachment & Bonding: Healing Through Relationships (3 hours)**

**Audience: Professionals, Parents, Adoptive parents**

This workshop provides detailed explanations of attachment and bonding in human relationships and an overview of how attachment and bonding are affected at significant points in the Adoption and foster care process for both parents and children. When an attachment is disrupted or nonexistent, a child may experience difficulties in many areas of functioning. The connection between complex developmental trauma, attachment, and brain development will be presented to help staff better understand how attachment affects Behavior or lack of attachment. Case examples from the participants are added to the training to help make it more accessible and relevant to troublesome situations.

## **Talking about Adoption at Different Ages & Stages / Adoption**

### **Identity for Kids and Parents (2 hours)**

**Audience: Parents, Caregivers, and Professionals**

How do children understand their adoption identity as they grow up? In this workshop, we address how Adoption intersects with children's developmental milestones. We explore how each stage brings new questions and a deeper understanding of adoptees' identity as they grow into adulthood. The workshop provides tips and tools for parents to encourage healthy identity at the various milestones and how to talk about Adoption in a developmentally appropriate way with children.

## **The transition from Foster Care to Permanency (2 hours)**

**Audience: Professionals, Caregivers**

This workshop trains professionals and caregivers to understand and explore the issues and challenges involved when transitioning a child from the foster care system into a permanent home. We prepare those involved in the transition process so that everyone feels heard, and their concerns are understood. Through teaching, role-playing, and case examples, we provide language to help them know all the that goes into transitioning to permanency to understand and support the child joining their family

## **The Families We Work With (3 hours)**

**Audience: Professionals**

This workshop provides an overview of the challenges and systems families involved in foster care face and offers ways to mitigate those challenges. Family obstacles include substance abuse, mental illness, violence, incarceration, discrimination, and COVID-19 disparities. Systems impacting our families include child welfare, community mental health centers, housing, schools, courts, and medical care. We discuss ways case planners can advocate within these systems to best support their clients.

## **Child Development and Trauma: I (3 hours)**

**Audience: Professionals, Caregivers**

This training provides an overview of brain development in children and the impact of trauma on the brain. We will explore typical responses in children who experience chronic, complex trauma, and the long-term effects of trauma on cognitive, emotional, and behavioral functioning. We will look at specific behavior changes in children who have gone through trauma, including sleeping, eating, bedwetting, lying, and stealing.

## **Child Development and Trauma: II (3 hours)**

**Audience: Professionals, Caregivers**

This training provides a framework for supporting children who have experienced trauma as they begin healing. We offer ways to address their most challenging Behavior while increasing attachment and bonding. Practical discipline methods are presented, including the IDEAL Response and PACE Model. Participants will also learn ways to improve emotion regulation in children, increase safety, create attachment, and manage dysregulation through mindfulness techniques.



## **Safety and Risk and Home Visits: (3 hours)**

**Audience: Professionals**

This workshop supports professionals as they gain an understanding of safety risk, and protective factors. They will be given case examples to practice and improve their assessment skills. They will learn ways to avoid power struggles with clients and gain de-escalation techniques. We will also touch on the pervasive impact of COVID-19 on worker and family safety from increased exposure in high-risk communities to lack of school structure and job loss.

## **Customer Service in Child Welfare:**

**Audience: Professionals**

In this training, your staff will learn about customer service and its relation to working in Child Welfare. We will cover how it will enhance your job and make it easier to accomplish your goals. We will discuss the difficulties involved in customer service as it pertains to child welfare. We will cover customer service's core skills through the lecture, examples, and role-play for your external clients.

## **Your Professional Self (2 hours)**

**Audience: Professionals**

Foster care work is challenging, demanding and often has a high rate of burnout. This workshop is designed to bolster workers' stamina and commitment. It highlights the importance of the job and supports workers as they identify their personal and professional ethics intersects with who they are and why they are doing this work. We examine our ethics through examples and group discussions. We also discuss who we can support each other in what can be, at times, emotionally draining work. Finally we will discuss specific self-care techniques and offer ways to recognize and avoid secondary trauma.

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Visit our website to learn more about our services.

**[www.spence-chapin.org](http://www.spence-chapin.org)**

