

# MAPP Leaders Training Seminar

Training, Networking, and Information-Sharing for Certified GPSII/MAPP Leaders

## HAPPY TRAILS



**August 13–15, 2013**

Holiday Inn Albany • 205 Wolf Road • Albany, New York 12205

# SEMINAR AGENDA

## TUESDAY AUGUST 13

1:00 p.m. – 2:00 p.m.	Registration (lunch on your own)
2:00 p.m. – 2:15 p.m.	Welcome: Ron Robinson, Director RF/CDHS Foster/Adoptive Parent Training Project
2:15 p.m. – 3:00 p.m.	<b>Keynote Speaker:</b> Tracey Little <b><i>The Invisible "P" in Partnership</i></b>
3:00 p.m. – 3:30 p.m.	Break (hotel check-in)
3:30 p.m. – 5:45 p.m.	<b>Workshop Session I</b>
5:45 p.m. – 6:30 p.m.	Break
6:30 p.m.	Reception and Western Theme Dinner (Wild West attire is encouraged!)

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## WEDNESDAY AUGUST 14

8:00 a.m. – 9:30 a.m.	Breakfast
9:30 a.m. – 11:45 a.m.	<b>Workshop Session II</b>
11:45 a.m. – 1:30 p.m.	Lunch (on your own)
1:30 p.m. – 2:45 p.m.	<b>Cracker Barrel Sessions*</b>
2:45 p.m. – 3:15 p.m.	Break
3:15 p.m. – 4:30 p.m.	<b>Topic Networking Groups**</b>
4:30 p.m. – 5:30 p.m.	Informal Networking/Free Time
5:30 p.m.	Dinner

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## THURSDAY AUGUST 15

8:00 a.m. – 9:30 a.m.	Breakfast
9:30 a.m. – 11:45 a.m.	<b>General Session:</b> <i>Panel Discussion</i>
11:45 a.m. – 12:15 p.m.	Hotel Check-Out
12:15 p.m.	Lunch/Closing Remarks

Both the Cracker Barrel Sessions and Topic Networking Groups are selected on-site and do not require prior registration. A complete list of sessions and groups will be available at the seminar, and participants will make their selections informally at that time.

\*Cracker Barrel Sessions are brief, informal presentations offered multiple times simultaneously at tables set up around the room. Participants will select and visit up to three presentations.

\*\*Topic Networking Groups are designed to enable participants with special interests or concerns to meet with others with similar backgrounds, experiences, or areas of expertise for the purpose of exchanging ideas and establishing relationships that may provide future information and support.

**Seminar Coordinators:** Helen Shin, Jack Fuentes, and Sarah Tooley

**Editor:** Cheryl Bell

**Graphics Coordinator:** Carol Alex

## Information about the Keynote Speaker

**Tracey D. Little** started her career in social work after regaining custody of her children in 1998. Tracey started her journey as a parent advocate. She was honored with a certificate of appreciation from Nicholas Scoppetta, former Commissioner for the New York City Administration for Children's Services (ACS), for her hard work as part of the first ACS Parent Workgroup. Today she is a licensed social worker and Credentialed Alcohol and Substance Abuse Counselor (CASAC).

In addition to her role as a parent advocate, her career includes positions such as a clinical consultant for the ACS and a CASAC consultant for Family Treatment Rehabilitation Preventive Services and for a mother-child residential foster care placement. Tracey currently works as a family team conference facilitator consultant and family therapist at multiple foster care agencies. In 2011, NYC Administration for Children's Services awarded Tracey the Child Advocacy Award due to her commitment to safety, well-being, and permanency for all children in care.

Tracey has always been committed to being a change agent. She is a founding member of Voices of Women Organizing Project (VOW), served on the Advisory Board for Bronx Addiction Treatment Center (BxATC), and is a volunteer and member of the National Alliance for Mentally Ill (NAMI). Tracey gratefully acknowledges the connection between child welfare involvement and her life achievements. She continues to be motivated to work with the system for continued and positive change.

In her keynote speech, *The Invisible "P" in Partnership*, Tracey will share her firsthand account of what it was like to be a partner in parenting with the agency and the foster parents.

## Information about the General Session

### Panel Discussion: My Journey in Foster Care and Adoption

A panel composed of parents of children formerly in care, young adults who are currently in care or have recently experienced being in care, foster parents, and adoptive parents will discuss their experiences and perspectives. They will share their insights and advice for those of us who recruit and prepare foster/adoptive parents.



# WORKSHOP SESSION I

3:30 p.m. – 5:45 p.m. Tuesday



## Using Experiential Metaphors in Training

Learn how to design, facilitate, and debrief metaphoric experiential exercises in training to anchor key learning concepts, increase empathy, and enhance retention. Participants will leave this workshop with the ability to conduct several new exercises and will also increase their capacity to maximize the impact of whatever exercises they currently use in their training deliveries.

**Barbara Jaklitsch**, *Senior Project Coordinator*  
*Research Foundation for SUNY/Buffalo State*  
*Center for Development of Human Services*



## Lassoing the Learner

How well do you manage the cowboys and outlaws in your training room? Participants will learn strategies to enhance participant engagement during GPSII/MAPP groups. Various roles of adult learners will be discussed and the leaders will identify strategies to recognize resistance and maximize the development of individuals in the group.

**Denise Gibson**, *Training Director*  
*Children's Alliance of Kansas*



## Foster Parents and Visit Coaching

As part of New York State's overall family engagement practice agenda, local districts and voluntary child welfare agencies are implementing Coached Family Visits. Visit coaching is a practice strategy that is designed to support and develop parents' understanding of their child's needs, enhance their ability to meet the child's needs, maximize the visit interaction, and improve the overall parent-child relationship. This workshop will review the basic principles of Coached Family Visits and explore how foster parents can be engaged to work in partnership with birth parents and visit coaches.

**Erika A. Brunelle and Jacklyn Kodosky**, *Educational Specialists*  
*Research Foundation for SUNY/Buffalo State*  
*Center for Development of Human Services*



## Legal Options for Prospective and Certified Foster/Adoptive Parents

This workshop will explore two common concerns about the legal rights of prospective and certified foster parents. First, prospective foster parents want to know what their rights are when they do not agree with the agency's decision to deny their certification following completion of the application process. Second, many foster/adoptive parents feel anxious about the possibility of being reported to the CPS Hotline. They want to know what families should consider when this happens and what their legal options are. This workshop will address these legal questions for foster/adoptive parents.

**Margaret Burt, Esq.**

*Research Foundation for SUNY/Buffalo State  
Center for Development of Human Services*



## Leadership Styles in Child Welfare: What Kind of Wrangler Are You?

Do you believe that leaders are born or developed? Whether you are a GPSII/MAPP leader, homefinder, or supervisor, your leadership style has an important impact on the performance of those you lead. Participants will take a "Leadership Questionnaire" to assess their preferred leadership styles and explore how to use a wider variety of leadership styles to enhance their own skills set, as well as to better understand the styles of other leaders.

**Iris Bishop and Luis A. Serrano, Senior Education Specialists**

*Research Foundation for SUNY/Buffalo State  
Center for Development of Human Services*



## Circles of Myself

It is important for all caseworkers and homefinders to be aware of their own cultural identity and understand how this identity influences their beliefs, values, and perceptions as they work with birth families or assess prospective foster families. GPSII/MAPP Leaders also need to know themselves first before they can model cultural sensitivity and openness to the prospective foster/adoptive parents in their training room. This interactive workshop will explore how to identify the factors shaping the cultural identity of everyone involved in foster care and how to use this knowledge to enhance partnerships in parenting.

**Rachel Gulley-Fiorello and Latise Hairston, Senior Education Specialists**

*Research Foundation for SUNY/Buffalo State  
Center for Development of Human Services*

# WORKSHOP SESSION II

9:30 a.m. – 11:45 a.m. Wednesday



## Family Court 101 and Beyond for Homefinders

Many GPSII/MAPP Leaders and homefinders do not have previous casework experience or are new to the child welfare field and, therefore, lack firsthand knowledge of the family court process. This workshop will provide basic, essential information about the different types of court proceedings and petitions so that participants will be able to comfortably answer questions asked by prospective foster/adoptive parents in the GPSII/MAPP meetings.

**Gene Skarin, Esq.**

*Research Foundation for SUNY/Buffalo State  
Center for Development of Human Services*



## Saying Goodbye: Separation and Loss Issues in Foster Parenting (Mini TOT)

Much attention is paid to the loss that children experience in foster care and the important role that foster parents play in supporting the children in their grieving process. However, we often forget that foster parents also experience their own sense of loss and grief when children in care leave their home. This train-the-trainer workshop will prepare participants to deliver a three-hour, in-service training to foster parents on how to work through and manage their “unacknowledged grief.”

**Donna Cox, Senior Education Specialist**

*Research Foundation for SUNY/Buffalo State  
Center for Development of Human Services*



## Teens and Sexual Trauma

It is often difficult to understand the behaviors of teens who were sexually abused when they continue to put themselves in high-risk situations. This workshop will examine how sexual trauma impacts teens' development, biology, and their current and future behavior. The presenter will also discuss how adults can protect the teens from further victimization.

**Nicole Thomson, Therapist**

*Linden Oaks Specialized Assessment and Treatment Services*



## Turning Complaints Around

There are many instances in which GPSII/MAPP leaders are put in a position of listening to complaints, both in and out of the training room. A complaint is really just a challenge without a known solution. This interactive workshop will examine the difference between constructive and destructive comments. Participants will experience a variety of tools and techniques that will encourage open mindedness, affirmative judgment, and a facilitative approach to listening. Walk away from this workshop ready to make the shift from doling out and receiving criticisms to creating opportunities for growth.

**Kristin Fields**, *Training Director*  
*Management Leadership Institute*  
*Research Foundation for SUNY/Buffalo State*  
*Center for Development of Human Services*



## Mental Health Disorders and Their Impact on Families

What is mental health and what causes mental health disorders? There are 450 million people worldwide who have some kind of mental illness, yet misconceptions and stigma about these illnesses persist in our society. Participants will view a powerful and moving documentary, *Hidden Pictures* with actress Glenn Close, about mental health care and its impact on families around the globe. The presenter will lead an open discussion on how mental health disorders affect children in foster care in New York State and the impact on the foster families who must navigate the mental health care system on behalf of the children in their care.

**Julie Ridge**, *Independent Researcher, Developer,*  
*and Facilitator of Special Needs Training and Clinical Consultant*



## Lean On Me: Successful Co-Leading

Are you really modeling how to “work in partnership” to your prospective foster/adoptive parents? It can be challenging to build a successful co-leading relationship when leaders have various personalities and training styles. This workshop will assist participants in making the most of their co-leading experience and enhance their collaboration skills.

**Anna Miller** and **Charlene Birmingham**, *GPSII/MAPP Leaders*  
*Erie County Department of Social Services*



## Parenting the Absent Child

Many older children in foster care think they don't want to be connected to others. It feels easier for them to run away or get "put away." They may say they don't want to be adopted. This is because they don't understand the value of relationships. We adults have to force ourselves into their lives. Learn from adoptive parents how to make yourself available to these children even when they live in a residential setting, sign themselves out of care, or say they don't want you!

**Denise Royal** and **Mary Chancie**, *Adoptive Parents/Trainers*  
*You Gotta Believe*







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Children & Family  
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Gladys Carrión, Esq.,  
Commissioner

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New York State Child Welfare Training Institute  
Foster/Adoptive Parent Training Project





# APPLICATION CODES

## JOB TYPE CODES

1. Administrator
2. Supervisor/Manager
3. Clerical/Support Staff
4. Consultant
5. Caseworker/Case Mgr/Social Work
6. Direct Child Care Worker
7. Eligibility Worker
8. Foster/Adoptive Parent
9. Investigator
10. Volunteer Worker
11. Health Care Worker
12. Teacher Vocational Specialist
13. Professional (Policy, Prog Dev)
14. Recreation Specialist

## FUNCTIONAL AREA CODES

1. Administrative
2. DJJOY
3. Adoption
4. Child Protective Services
5. Day Care
6. Domestic Violence Prev
7. Foster Care
8. Residential Child Care
9. Blind & Visually Handicap
10. Prev/Family Support Srvc
11. Indian Affairs Services
12. Adult Services
13. Services/Other
14. Legal Affairs/Counsel
15. Energy Programs
16. Food Stamps
17. Temporary Assistance
18. Child Support Enforce
19. Disability Determinations
20. Transitional Services
21. Homeless Services
22. Fraud & Abuse
23. Medicaid Skills
24. Medicaid Eligibility
25. Managed Care
26. Dept of Health/Other
27. Welfare to Work
28. Dept of Labor/Other
29. F-30 Non Admin/Local

# REGISTRATION FORM

August 13–15, 2013  
Holiday Inn Albany  
205 Wolf Road – Albany, New York 12205

**Application Deadline: July 12, 2013**



**Special Note:** All certified GPS/MAPP Foster/Adoptive Parents and Certified Agency Staff Leaders must have their agency's approval in order to register for and attend this seminar. All participants must pre-register. **Be sure to complete in full and type or print clearly.**

Please indicate: Agency Staff  Foster/Adoptive Parent  Presenter

Name (first and last name): \_\_\_\_\_ Gender: M  F

Position/Title: \_\_\_\_\_

Enter all codes (refer to code listings on opposite page): Job Type Code: \_\_\_\_\_ Functional Area Code: \_\_\_\_\_

Trainee E-mail Address: \_\_\_\_\_

Agency Affiliation: \_\_\_\_\_

Agency Address (Street Number, Name, and Suite #): \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Agency Phone Number (including area code): \_\_\_\_\_ Agency Fax Number (including area code): \_\_\_\_\_

Agency Contact Person: \_\_\_\_\_ Agency Contact Person Title: \_\_\_\_\_

Agency Contact Person E-mail Address: \_\_\_\_\_

*The general sessions, cracker barrel sessions, and topic networking groups are attended by all seminar participants and do not require selection during registration. Indicate below your selections for Tuesday and Wednesday workshop sessions. Please indicate a first choice and second choice selection.*

### Tuesday Workshop Session I (3:30 p.m. – 5:45 p.m.)

- 1st Choice #: \_\_\_\_\_ 2nd Choice #: \_\_\_\_\_
- |  |   |
|--|---|
| 1. Using Experiential Metaphors in Training                            | 5. Leadership Styles in Child Welfare: What Kind of Wrangler Are You? |
| 2. Lassoing the Learner  | 6. Circles of Myself  |
| 3. Foster Parents and Visit Coaching                                   |   |
| 4. Legal Options for Prospective and Certified Foster/Adoptive Parents |   |

### Wednesday Workshop Session II (9:30 a.m. – 11:45 a.m.)

- 1st Choice #: \_\_\_\_\_ 2nd Choice #: \_\_\_\_\_
- |  |  |
|--|--|
| 7. Family Court 101 and Beyond for Homefinders                               | 10. Turning Complaints Around                            |
| 8. Saying Goodbye: Separation and Loss Issues in Foster Parenting (Mini TOT) | 11. Mental Health Disorders and Their Impact on Families |
| 9. Teens and Sexual Trauma   | 12. Lean On Me: Successful Co-Leading                    |
|  | 13. Parenting the Absent Child                           |

### Hotel Accommodations (Check as appropriate – see asterisks below)

**DO NOT LEAVE BLANK** Indicate which items apply or registration cannot be processed:

- \_\_\_ **NO lodging needed**  
\_\_\_ Lodging – Double Occupancy\*  
\_\_\_ Lodging – Single Occupancy\* (\$50 per night)  
\_\_\_ Need room night of 8/12\* (Region I staff ONLY)  
\_\_\_ Need room night of 8/13  
\_\_\_ Need room night of 8/14  
Special needs – handicapped applicant: \_\_\_\_\_  
\* See Travel Policy for further information.

### Meal Attendance – Do Not Leave Blank

#### Dinner 8/13:

- \_\_\_ NOT staying for buffet dinner  
\_\_\_ Yes, staying for buffet dinner

#### Dinner 8/14:

- \_\_\_ NOT staying for buffet dinner  
\_\_\_ Yes, staying for buffet dinner

Specify dietary restrictions: \_\_\_\_\_

Local districts and voluntary agencies are encouraged to register through STARS. If that is not possible, we recommend faxing the registration form:

**RF/CDHS Registration Services at (716) 796-2202**

If you cannot fax, mail to:  
Research Foundation for SUNY Buffalo State  
**Center for Development of Human Services**  
Registration Services  
1695 Elmwood Avenue  
Buffalo, NY 14207-2407

Delivery ID #: 244831

For program information, contact:  
**Helen Shin (862) 371-0796**  
HelenS@bsc-cdhs.org

For registration information, contact:  
**RF/CDHS Registration Services**  
**(716) 876-7600, ext. 500**  
RegistrationServices@bsc-cdhs.org

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