

Cuyahoga County
Department of Health and Human Services
Division of Children and Family Services
Policy Statement

Policy Chapter: Training
Policy Number: 15.02.01
Policy Name: Child Protection Orientation Training

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PURPOSE: The purpose of the Child Protection Orientation Training Program is to familiarize new Child Protection Specialists with the mission, vision, and values of the agency, as well as objectives, policies, services, and resources. This gives new employees a foundation from which to appropriately practice public child welfare and to ensure compliance with the Ohio Administrative Code (O.A.C.). Furthermore, the groundwork laid in the program is critical to the development of professional conduct, expectations, and accountability for child welfare social services workers.

SCOPE: All newly hired participants in training and those rehired after more than two years of absence from the time of employment, and lateral transfers coming from another Cuyahoga County agency must attend this training.

POLICY

All newly employed staff must participate in the Child Protection Orientation Training Program administered by Ohio Child Welfare Training Program's North Central Ohio Regional Training Center (NCORTC) and hosted by Cuyahoga County Professional Development and Learning Department. This program provides introductory knowledge of CCDCFS policies and procedures, as well as state and federal mandates that are governed by the Ohio Administrative Code, for the purposes of ensuring the safety of children at risk for abuse and neglect. This policy assures that families are served by knowledgeable professionals of child welfare, with sensitivity to cultural needs.

PROCEDURES

- I. All newly employed staff must attend the Child Protection Orientation Training Program which provides critical components of on the job training and the necessary knowledge for best practice standards of performance. This program is supervised by the Social Services Training Supervisor who coordinates all training and orientation schedules, E-Track training registrations; secure training

locations; shadowing experiences with mentors from the Shadowing Academy Mentoring Program; approves time requests; and work schedule.

- II. Within the first five working days, a new employee must attend a general orientation which describes the CCDCFS mission and imperatives, training and professional expectations, agency's strategic and operational plans, and organizational structure with delineation of accountability and authority at all levels. In addition, the introduction of key administrators, program areas and functions, collaborative relationships with community resources, professional and training expectations, benefits and personnel policies and procedures occur throughout the Program.
- III. New employees are provided state approved on the job specialized trainings taught by state approved Institute of Human Services trainers that meets licensure requirements of the Ohio Counselor, Social Worker, Marriage and Family Therapist Board.
- IV. During the program, new employees must attend agency specific trainings regarding departmental goals and functions and be proficient in utilizing the Statewide Automated Child Welfare Information System (SACWIS). SACWIS provides a comprehensive Case Management System that assists county staff in managing their workload and provides accurate & current data to assist in decision-making and program modification.
- V. If any new employee misses more than 15 minutes of any training workshop, he/she will not receive credit for attending and be asked to repeat the entire workshop.
- VI. If any new employee misses more than five days of the Program, he/she may be asked to repeat the Program in its entirety in order for the goals of the program to be attainable.

SEE ALSO:

Relevant Code(s) 5153.12.2
Related Policies

FORMS

Appendix I- Trainee Expectations
Appendix II- Shadowing Mentoring Academy Overview