

TAB B- Detailed CDP Structure

Content and learning outcomes

Week 1 – Induction

Purpose

This week is designed to coincide with the caseworker's first week with Department of Communities and Justice (DCJ). The caseworker will spend this first week in their CSC completing their CSC induction, required activities and familiarising themselves with local practice, roles and procedures.

By the end of this week caseworkers will understand the basic functions of DCJ, have foundational knowledge to ChildStory, be familiar with the NSW Practice Framework and aware of the structure and systems that support successful completion the CDP, including links to induction and probation.

Courses

Title	Description	Lead
CSC induction	Specific and targeted activities led by the Manager Casework	People
CSC induction and ChildStory overview	Specific and targeted activities An e-learn providing an overview of the ChildStory system	People
An introduction to DCJ	An overview of the functions of DCJ, including broad level legislation, systems ¹ and policies, how DCJ respond to reports and works with children in care and how DCJ works with interagency partners. This will include an initial overview of CDP including using Ignite, expectations, roles and what to expect from the program.	OSP
CDP briefing with Practice Coach	An overview of the CDP with the manager and practice coach. Caseworkers will have the opportunity to meet their practice mentor and discuss CDP, including timeframes for completion, work allocation and learning tasks.	OSP
Managing occupational violence	This module will give caseworkers the skills in working with people who may be using aggression towards DCJ staff. Caseworkers will explore what might sit behind these behaviours, and learn strategies to stop or reduce these behaviours.	People

Capabilities

Upon successful completion of this week, caseworkers will be able to shadow an experienced caseworker in key office based tasks, including direct contact with children and families. Caseworkers will not be able to see families outside of the CSC, have allocated work, and will not be capable of completing key casework activities including assessment and planning work.

¹ Including an overview of Statewide Services

Week 2 – Ethics and reflection

Purpose

This week will focus on developing foundational learning and aligning caseworkers to shared ethics and approaches to their work in DCJ. Caseworkers will become familiar with the Practice Framework's principles of culture, language, relationships, critique and ethics and begin to reflect on their own values and insights about these principles.

Caseworkers will have the opportunity to reflect on their experiences of privilege, culture and power, and how they can use this well in their work with families who are experiencing violence, oppression or adversity.

Caseworkers will explore their identity and capabilities as practitioners, and begin to use group supervision to critically reflect on their practice.

Courses

Title	Description	Lead
Human Rights and social justice	Exploring themes of ethics and human rights this topic discusses the role of a caseworker to uphold and restore the dignity and rights of families.	OSP
Language in your practice	This module explores how language can be used as a tool to form relationships, create change and uphold dignity.	OSP
Grief loss and Separation	Sharing theory, knowledge and insights about the practice of working with children and families who have been separated by child protection intervention.	OSP
Critical reflection	This module will help caseworkers be clear on the role critical reflection has in their daily practice. They will also consider the principles and practice of continuous learning and the knowledge, skills and attributes essential for work in child protection.	OSP
Group supervision	This module will provide an overview of the DCJ framework for group supervision and how it can be used to support practice with families.	OSP

Assessment tasks

1. Caseworkers will begin to develop a framework for ethical practice, their reflections on their learning experience and details of their evolving approach to practice. This will include the language, reflections of power and bias, and ways they will work to understand a family's context, including how that family is responding to their social world. **This assessment will be discussed in the week's reflection session, sighted by the CDP assessor and marked as a final version at the end of the program.**

Reflection session

The practice mentor will guide caseworkers to share their reflections about how power can be used in casework. Participants will share, provide and seek critique on their draft framework for ethical practice.

Caseworkers will also share their reflections on the Eileen Munro article about common errors in decision making, and Sue Lohrbach's keynote address about the pitfalls and pathways of child protection practice.

Other activities

The caseworker will be required to take part in a number of CSC based activities include attending a Weekly Allocation Meeting (WAM), a Pre Assessment Consultation (PAC), an Assessment Consultation (AC), a Group Supervision session and shadowing an intake worker. Caseworkers will also be able to observe any CSC based meetings involving families, such as case planning conferences.

These activities will be monitored through a checklist signed off by a practice leader. Practice Coach will meet the caseworker and their manager during this week. The assessor will provide a briefing to the caseworker and manager about the requirements for completion of CDP, discuss the caseworker's learning styles and identify any potential barriers or challenges for learning.

Capabilities

By the end of this week, caseworkers will be beginning to develop a strong sense of their ethical framework for practice with children and families. They will be clear about their role in Group Supervision and aligned with the five principles of the Practice Framework.

Caseworkers will be able to support their colleagues with key tasks in the CSC but will not be able to visit families in the community, have allocated work, and will not be capable of completing key casework activities including assessment and planning work.

Week 3 – Workshop

Purpose

This workshop will focus on the broad skills and capabilities of child protection work in DCJ. It will help caseworkers take a deeper dive into a Framework approach to their practice and what skills they have and need to do their best work. The workshop will also include one day of intensive ChildStory training.

Courses

	Title	Description	Lead
Day 1	Welcome to DCJ	Caseworkers will complete their induction with a contextualised welcome to DCJ, and CDP. This session will build upon their e-learning agency induction in week 1 and will include contextualised learning about the application of legislation in practice, a child and family's pathway through the child protection system, and how systems and policies support practice, including work with interagency partners. This session will include a briefing by a member of the DCJ executive and young person. It will also include an overview of the Practice Framework, including its principles, approaches and mandates.	OSP
Day 2	Capabilities and your role as a caseworker	The Framework's capabilities including exploring the practices of family seeing, justice doing and dignity giving.	OSP
Day 3	Working with Aboriginal families	Caseworkers will reflect on how Aboriginal people have experienced DJC in the past and what this may mean for how they respond now. Caseworkers will learn about the critical role of self determination, the value of kin, culture, clans and country and explore what good consultation partnerships can mean for practice.	OSP
Day 4	The skills of child protection	<p>Caseworkers will practice the core skills of child protection work with families. This includes exploring practice from the first knock on the door, to difficult conversations, managing reluctance and having therapeutic conversations with children and families.</p> <p>The workshop will also explore concepts of worker wellbeing, self-care and resisting burnout.</p> <p>Caseworkers will review their skills audit and develop a plan for how they will share this with their team and managers for discussion, planning and reflection.</p> <p>Using group supervision and other forums to seek critique and critically reflect on your practice.</p>	OSP

		Caseworkers will complete a skills audit to support the following day's workshop.	
Day 5	ChildStory Foundations	Caseworkers will complete an overview and navigation of case review records, person role and relationship records, introductory case management records and ChildStory reporting.	OSP / ChildStory

Capabilities

At the conclusion of this workshop, caseworkers will have a clear understanding of their role and purpose and how their work intersects with the broader agency, sector and community.

Caseworkers will have a working understanding of the ChildStory system, including access to the system, and a foundational knowledge of the approach, journey and linkages of recording information, assessments and plans in ChildStory.

Caseworkers will have an understanding of the historical context of child protection work in NSW, including our agency role in the Stolen Generations, and understanding the impact of our past and current work on Aboriginal families and communities.

By the end of this week, caseworkers will be able to visit families in the community, with an experienced practitioner. Caseworkers will not be able to have allocated work, and will not be capable of completing key casework activities including assessment and planning work.

Week 4 – Child protection dynamics 1

Purpose

This week will help caseworkers explore a child's connections, relationships and development and the links to understanding and beginning to apply this knowledge to safety and risk issues for children and young people. This will also include cultural practice principles.

Caseworkers will develop an understanding of the key practice messages. These modules do not explore the practice of talking to children or families, assessment or case planning - these will be covered in later weeks.

Courses

Title	Description	Lead
Child Development and responsive relationships	This topic will help caseworkers develop their knowledge of child development at each stage of childhood. Caseworker's will also start thinking about how responsive relationships support safe and permanent connections with family.	OSP
Understanding Trauma and adverse experiences	This module will explore the impact of Adverse Childhood Experiences on children and their growth and development.	OSP
Connection, belonging and felt security	This topic will explore the principles of relational, emotional permanency for children and their need to belong.	OSP
Cultural practice	Cultural practice with families who are Aboriginal or from a culturally and linguistically diverse background.	OSP

Other activities

Caseworkers will be required to complete a short placement at either a childcare centre, youth centre or school. The placement will be decided with their manager casework, in consultation with the Practice Coach, depending upon the caseworker's existing knowledge and experience.

Reflection session

The practice mentor will discuss Hazel's scenario, encouraging caseworkers to share their worries and hopes for her. Caseworkers will share their group supervision questions, and discuss the opportunities group supervision may bring for practice with Hazel and her family.

Caseworkers will share their thinking about how the Hazel's experiences may be affecting her development.

Capabilities

At the end of this week, caseworkers will have a practical knowledge of theories of attachment, connection, development, trauma and well-being, including how these are applied in work with a child who is at risk.

Caseworkers will be able to continue to support their colleagues with key tasks but will not be able to have allocated work. They will not be capable of completing key casework activities including assessment and planning work.

Week 5 – Working with family and culture

Purpose

This week will consider the principles of relationship based practice. Caseworkers will explore what partnerships with families, communities and services look like in practice, including the importance of sharing risk and collaboration.

Courses

Title	Description	Lead/content owner
Relationship based practice	Explores the principles of relationship based practice and how it can be used to create change.	OSP
Participation & partnerships	This topic will help caseworkers identify ways to support the child and family's participation and highlights the value of partnering with families, to actively participate in decisions about their lives. It will also explore partnerships with community and interagency partners to create change and build safety for children.	OSP
Documenting your work	Caseworkers will explore the principles of documenting casework with families with accuracy, balance, fairness and purpose.	OSP
Assessment basics	This module will describe how holistic assessment supports work with families. Including why, how structured decision making tools are used.	OSP

Assessment task

1. Caseworkers will complete a short answer written task based their learning through week 4 and week 5 modules and a short case scenario about 'Rebecca'. Caseworkers will provide responses about child development, relationships and connections, and trauma with an ongoing reference and understanding of her family's culture and lived experience. **This assessment will be marked by the CDP assessor.**

Other activities

Caseworkers will review their ethical framework statement, and how it reflects the 'culture is ever present' principle in their practice.

Caseworkers will be required to identify a range of services in their area, including visiting a key service and writing how they would approach a referral to this services.

Caseworkers will develop their own resource pack for working with an Aboriginal family. This will include a list of culturally capable services in the area, their own research about local clans and examples of questions they might be asking. Caseworkers will be required to go through this pack with an Aboriginal practitioner to seek feedback (NB this should only happen after the pack has been drafted). **An Aboriginal practitioner will complete a short template with feedback on the resource pack, which will be provided to the Practice Coach.**

Caseworkers will be required to book in to observe a cultural consultation. They will prepare for the session by completing the consultation form on behalf of the allocated caseworker. Caseworkers will

write their observations of the session in their reflective journal. **This assessment will be discussed in the week's reflection session.**

Reflection session

A guided discussion about the 'culture is ever present' principle learnt in week 4. Caseworkers will be supported to identify their own culture. What this may bring to their practice and how this works together with relationships principle learnt in week 5. The group will apply this thinking to a case scenario based on work with a CALD family.

Capabilities

At the end of this week, caseworkers will be able to describe in practical terms how relationship based partnerships with families can create change for children.

Caseworkers will be able to describe the local demographics of their area including service need and provision and key cultural groups. Caseworkers will have foundational knowledge of local information about Aboriginal clan and country.

Caseworkers will understand the principles of cultural consultation and be able to describe clearly how this can help their work with families and what a good consultation should look like.

Caseworkers will be able to continue to support their colleagues with key tasks but will not be able to have allocated work, and will not be capable of completing key casework activities including assessment and planning work.

Week 6 – Framework approaches

Purpose

This week caseworkers will explore the theory and practice of the Framework's approaches including Dignity Driven Practice, Motivational Interviewing, Family Finding and the Safety Centred Practice Tools and how the approaches support their work with families

Courses

Title	Description	Lead/content owner
Dignity Driven Practice	Caseworkers will learn the key principles of Dignity Driven Practice and how this can be used to work with families differently. They will begin to link earlier modules on social justice, language and ethics with this approach, and will see demonstrations of the practice through video links.	OSP
Motivational Interviewing	Caseworkers will explore the value of using the spirit of motivational interviewing with families to create change. Caseworkers will view demonstration of the practice of this approach.	OSP
Family Finding	Caseworkers will understand the key principles and broad approach of Family Finding. They will gain knowledge and insights into the importance of this approach in all aspects of child protection work.	OSP
Safety Centred Practice	This module will explore the practice of using family centred practice tools in work with adults and children. Caseworkers will consider how the tools can be used to integrate all practice approaches into their work with families.	OSP

Assessment task

Caseworkers will answer a range of short answer questions based on the extension of this week's practice story and the practice approaches. The questions will focus on what approaches the caseworker would use in the scenario and how this approach would support their practice and work with the family. Caseworkers will draft some questions and reflections that they would use when speaking with the family. This assessment will be marked by the CDP assessor.

Other activities

Caseworkers will meet with a casework specialist to talk about how different tools and approaches might be used with a family to understand their experience, talk about worries or think about change. They will spend time talking about the principles and skills of Motivation Interviewing and reflecting on the righting reflex and how motivational interviewing will support how they practice with and influence families.

Caseworkers will review their draft ethical framework in preparation for group supervision next week. They will begin some reflection about how their forming practice is aligned with the practice approaches and consider their team approaches also.

Reflection session

The practice mentor will facilitate a discussion that encourages caseworkers to share their short answer questions based on the case scenario and plan their approach to working with this young person. Caseworkers will provide and seek critique about their draft questions to the families.

The practice mentor will demonstrate the use of a family and safety centred practice tool during the session.

The practice mentor will support reflection, thinking, and preparation of the draft ethical framework for caseworkers to take to their team Group Supervision next week.

The mentor session will include talking with caseworkers about their self-care strategies and how they are using these in their work.

Capabilities

By the end of this week caseworkers will have foundational knowledge of the Framework's approaches, including how they can be used and how they may support quality practice.

This knowledge will prepare caseworkers for the upcoming workshop where they will start to practise some of these skills.

Caseworkers will be able to continue to support their colleagues with key tasks but will not be able to have allocated work, and will not be capable of completing key casework activities including assessment and planning work.

Week 7 – Child protection dynamics 2

Purpose

Caseworkers will develop an understanding of the key practice messages, including the language, research and experiences of children who are being hurt by domestic violence, or whose parents are using drugs or alcohol problematically or have mental health issues. These modules will start caseworkers linking and thinking about how these clinical issues may be identified as dangers in assessing safety. These modules do not explore the practice of talking to children or families, assessment or case planning - these will be explored in later weeks.

Courses

Title	Description	Lead/content owner
Domestic and Family violence	An overview of the research and the key principles of working with families where someone is using violence. Caseworkers will begin to understand how children can be harmed by domestic violence and how this is defined in SDM tools. Caseworkers will have the opportunity to complete the David Mandel, Safe and Together 'Multiple Pathways to Harm' e-learning module	OSP
Alcohol and other drugs	An overview of the research and key principles of working with families where there is parental substance misuse, or mental health. Caseworkers will learn about what these issues can mean for the experience and safety of children, and how they are defined in SDM tools.	OSP
Mental health		

Other activities

Caseworkers will participate in group supervision and discuss with CWS or MCW about bringing knowledge or research about one of the clinical issues to Group Supervision to help support reflection. They will consider the definition of domestic violence, parental substance misuse and mental health and what principles they would take in apply the tool to these worries (for submission week 12).

Reflection session

Caseworkers will spend time reviewing and critiquing assessment narratives of Safety Assessments and have a reflective discussion about some of the grey areas and complicating factors for the children in these examples. The discussion will include self-care and reflection on how they noticing and take care of self.

Capabilities

At the end of this week, caseworkers will be able to make clear links between the research about domestic violence, alcohol and drugs, and will be able to describe the common experiences of a child living with these issues, including children in an Aboriginal or multicultural families.

Caseworkers will be able to describe how these issues could be identified and defined in SDM (safety assessment) tools.

Caseworkers will be able to continue to support their colleagues with key tasks but will not be able to have allocated work, and will not be capable of completing key casework activities including assessment and planning work.

Week 8 – Child protection dynamics - 3

Purpose

Caseworkers will develop an understanding of the key practice messages, including the language, research and experiences of children who are experiencing neglect or sexual abuse. These modules do not explore the practice of talking to children or families, assessment or case planning - these will be explored in later weeks.

Courses

Title	Description	Lead/content owner
Child sexual abuse	This module will share foundational knowledge, research, insights and the key principles of working with families where a child is experiencing sexual abuse.	OSP
Neglect	Caseworkers will learn about the different ways children can experience neglect, and what this can mean for their safety, wellbeing, connections and development.	OSP
Physical Abuse	An overview of the research and key principles of working with families where children are experiencing physical abuse. Caseworkers will learn about what these issues can mean for children, and how they are defined in SDM tools	OSP
Emotional Abuse	An overview of the research and key principles of working with families where children are experiencing emotional abuse. Caseworkers will learn about what these issues can mean for children, and how they are defined in SDM tools	OSP

Assessment task

1. Caseworkers will review their ethical framework statement and include their reflections on their evolving approach to practice. This will include how their understanding of their role, families' experiences and approaches to practice is developing how they will use the Framework's approaches in their practice with children. **This assessment will be discussed in the week's reflection session, discussed with the Practice Coach (see below) and marked as a final version at the end of the program.**

Other activities

In consultation with MCW and CWS, caseworkers will participate in group supervision by bringing learning or research to the group to help support reflection about one of the types of harm they have learnt about this week. They will consider the definitions of neglect, child sexual abuse, physical abuse and emotional abuse in SDM and what principles they would take in applying the tool to these worries (for submission week 12).

Reflection session

Caseworkers will spend time reviewing and critiquing assessment narratives of Safety Assessments and have a reflective discussion about some of the grey areas and complicating factors for the children

in these examples. The discussion will include self-care and reflection on how they noticing and take care of self.

Capabilities

At the end of this week, caseworkers will be able to make clear links between the research about neglect, child sexual abuse, physical and emotional abuse. They will be able to describe the common experiences of a child living with these issues, including children in an Aboriginal or multicultural families.

Caseworkers will be able to describe how these issues could be defined in SDM tools.

Caseworkers will be able to continue to support their colleagues with key tasks but will not be able to have allocated work, and will not be capable of completing key casework activities including assessment and planning work.

Week 9 – Working with children and families - 1

Purpose

This week will focus on developing caseworker's knowledge to prepare them for their direct work with children. Caseworkers will expand on their learning from Partnerships module and start to explore how children tell us, and can participate in decisions about their lives. This week will also explore life story for identity, trauma and resistance, working with young people and talking to children.

Courses

Title	Description	Lead
Life story	This module will share the principles and practices of life story, why this is used, and it's value in helping a child create a sense of their identity.	OSP
Connecting with children and young people	Building on the principles of participation, this module will support caseworkers to develop foundational knowledge about how children may show their experience of trauma and ways to consider this through a Dignity Driven Practice lens. Caseworkers will use this lens to explore how they can be flexible in their approach to develop meaningful connections with the child they're speaking to. This includes working with children with disabilities and talking with young people.	OSP

Other activities

The Practice Coach will visit the caseworker and their manager for the second time this week. The Practice Coach will facilitate a 360 degree feedback session between the caseworker, manager and other district support roles. The session will also explore the caseworkers' feedback on written tasks to date, including identifying strengths and areas where further development is required.

They will discuss the caseworkers progress, and overview of the skill development and practice opportunities coming up, and prepare for the caseworker's attendance at workshop 2 (week 11)

Caseworkers will take an allocated role in Group Supervision to represent the voice of the child.

Reflection session

The practice mentor session will focus on how caseworkers can privilege the voice and experience of children in their work. The session will explore and reflect on any barriers or challenges that get in the way of children being seen and heard, and share strategies for how to overcome these.

Capabilities

By the end of this week caseworkers will have the knowledge and insights to help prepare them for workshop two, where they will begin to practice the skills of talking with children.

Caseworkers will be able to continue to support their colleagues with key tasks but will not be able to have allocated work, and will not be capable of completing key casework activities including assessment and planning work.

Week 10 – Working with children and families - 2

Purpose

Caseworkers will explore the practice of working with young parents during this week. They will also start using the Practice Kits to think about how they can plan their conversations with children and families about issues such as domestic violence, mental health, child sexual abuse, alcohol and drugs and neglect.

Courses

Title	Description	Lead
Working with young parents	This module will explore the practice of working with young parents. Caseworkers will consider the ways of engaging young parents meaningfully in conversations, assessment and planning, and consider how they can understand a young parent's context, worries and hopes for their family.	OSP
Talking with children about clinical issues	Based on the 'working with children' chapters of the Practice Kits, this module will help caseworkers explore the practice of talking to children about safety, risk and change.	OSP
Talking with families about clinical issues.	Based on the 'working with parents' chapters of the Practice Kits, this module will help caseworkers explore the practice of talking to parents about safety, risk and change.	OSP

Assessment task

1. This week marks the start of an assessment portfolio where caseworkers will complete a number of tasks that are completed incrementally over week 10, 11 & 12 based on their learning.

Part A. Assessment portfolio - Caseworkers will be introduced to a case scenario and asked to identify their worries, and prepare a plan (PAC) for how they would plan to meet with and talk to a child, mother father and other key people using the practice kits and the Framework's approaches. They will be required to identify one tool they may use to talk to a family member, and explain why and how they would use it.

This assessment will be marked (as part of the portfolio) by the CDP assessor.

Reflection session

In preparation for the workshop the following week, caseworkers will have the opportunity to share their plans for discussions with families with each other and the Practice Mentor. Caseworkers will give and receive feedback about the plan, and will discuss some of their worries about the children in the scenarios and what they need to feel confident in speaking to families.

Caseworkers will have a reflective discussion about what bias, assumptions, knowledge and skills they would be bringing into a discussion with a family member, including identifying what else they may need to do their best work.

Capabilities

At the end of this week, caseworkers will have the knowledge and insights to prepare them for a skill development workshop. They will have foundational knowledge of the safety and risk issues that children may face, and will have planned their questions and approaches to conversations with children, mothers and fathers from a range of scenarios.

Caseworkers will be able to continue to support their colleagues with key tasks but will not be able to have allocated work, and will not be capable of completing key casework activities including assessment and planning work.

Week 11 – Workshop

Purpose

Building on the learning from previous modules this workshop will extend caseworkers' knowledge of dignity driven practice, family finding, motivational interviewing, and family safety centred tools into the practice of talking to children and families to support a holistic understanding of a family's story. Caseworkers will develop and practise these skills and approaches to talk to parents and children about safety and risk.

Caseworkers will be guided through how they can use PACs, ACs, group supervision and the Safety Assessment and Risk Assessment tools to reflect, analyse and make decisions about a child and family. This week will include training on recording Safety assessments and Risk Assessments in ChildStory.

Courses

	Title	Description	Lead
Day 1	Talking with families	This session will support caseworkers to plan to talk with families using the framework approaches. Caseworkers will practice discussions with families based on their planning work the previous week.	OSP
Day 2	Talking with children	This session will support caseworkers to plan to talk with children using Dignity Driven Practice, Family Finding and the family and safety centred tools. Caseworkers will explore the practice of managing disclosures from children, including those that may result in criminal proceedings. Caseworkers will practice talking with children based on their planning work from the previous week.	OSP
Day 3	Safety assessment	This session will explore the use of the safety assessment tools, safety plans, review safety assessments and closing safety assessments.	OSP
	Child story Field Assessments	This session will provide caseworkers with the skills to record their assessments on Childstory that relate to initiating field assessments, PACS, Safety Assessments, narratives and ACs.	Childstory /OSP
Day 4	Safety Planning	This session will explore developing a safety plan with a family, including monitoring and reviewing safety plans.	OSP
Day 5	Change talk and risk assessment	This session will support caseworkers to use Motivational Interviewing to talk with families to understand risk and change. Caseworkers will also develop skills in using the risk assessment tool.	OSP
	ChildStory assessments	This session will provide caseworkers with the skills to record their risk assessments on ChildStory.	Childsstory /OSP

Assessment

1. Part B. Assessment Portfolio - During this workshop week, caseworkers will draft and refine a safety assessment and safety narrative based on the case scenario. With support during the workshop, they will begin drafting a safety plan for completion at their CSC in week 12.
2. During the workshop they will participate in an Assessment Consultation. They will be required to take notes to support their portfolio submission.

This assessment will be marked (as part of the portfolio) by the CDP assessor.

Capabilities

By the end of this workshop caseworkers will have practical knowledge of how to apply the Framework to SARA tools, including the knowledge and skills required to use ChildStory. They will be able to support (assessment) records being entered into ChildStory as a secondary worker. Caseworkers will be able to continue to support their colleagues with key tasks but will not be able to have allocated work. Caseworkers will not be capable of completing key casework activities including assessment and planning work.

Week 12 – Assessment

Purpose

This week will help consolidate and build on key messages about using the Assessment framework, especially when thinking about issues such as neglect, domestic violence, child sexual abuse, mental health or drug or alcohol use.

Courses

Title	Description	Lead/content owner
SARA and the clinical issues	An e-learn revision of the definitions in the SARA framework when assessing specific issues. This module will rely on the 'safety assessment' and 'risk assessment' chapters of the Practice Kits.	OSP

Assessment task

1. Part C Assessment Portfolio – Using the case scenario, caseworkers will complete and submit;
Safety assessment and Safety narrative
Safety plan
Assessment Consultation notes and reflection
Risk assessment and Risk narrative
This assessment will be marked (as part of the portfolio) by the CDP assessor.

Other activities

Caseworker will lead a conversation with a child and family members to inform a safety or risk assessment, supported by a senior caseworker, manager or specialist. The caseworker will receive critique on their practice through a feedback session. If the caseworker is unable to participate in a conversation AND the writing of the assessment, they will base this written task on a case scenario.

The caseworker will record their reflections on this session for discussion in their reflection session. Caseworkers will be required to demonstrate how they have used the principles and approaches of the Framework to inform their assessment.

Reflection session

Caseworkers will be supported to share their experiences of their conversation with a family, and reflect on and self-critique of what worked, didn't work and what they might try in future.

Capabilities

At the end of this week, caseworkers will be able to identify dangers and risks and apply these to the Safety Assessment and Risk Assessment framework. Caseworkers will be able to apply the Framework's approaches to their assessment work and safety planning.

While caseworkers will not be able to be allocated cases or lead Safety or Risk assessments, they will be able to complete assessments under the guidance and supervision of an experienced caseworker, manager casework or casework specialist.

Week 13 – Case planning and permanency

Purpose

Caseworkers will start exploring the knowledge and skills required to work with families to create change for children. Caseworkers will learn about stages of parental behaviour change, and how these concepts apply to case planning, permanency planning, and working with children in care to reach their full potential.

Courses

Title	Description	Lead
Case planning for change	This module will explore how caseworkers can work in partnerships with families to create, measuring and sustaining change for children.	OSP
Permanency (legal and physical)	This module will help caseworkers consider how the legal and physical concepts of permanency can create safety, belonging, connection and positive identities for children. Note this will build on the permanency e-learn in week 5	OSP
Case planning with children in care	Caseworkers will learn about the mandates and approaches to developing collaborative, child centred case plans to help children achieve their full potential.	
Helping kids in care achieve their full potential.	This module will help caseworkers develop their insight and knowledge into work with children in care to raise expectations and search for possibilities.	OSP

Assessment task

Caseworkers will complete their ethical framework statement including the commitments they make about how they will practice their casework, the relationships they will develop and their awareness of social justice themes and the way will integrate practice approaches and skills into their work. Their final statement will include a ½ page reflection of how and why their commitment may have changed since their first draft in week 2.

This assessment will be discussed with the practice coach, manager and marked by the CDP assessor.

Reflection session

This week the mentor session will focus on how children are supported in Family Action Plans for change, and in OOHC case plans to achieve their potential. The session will discuss how we conceptualise change, how children and families participate in planning, and how goals are stated, and outcomes are measured with a focus on language and participation.

Capabilities

This week will help prepare caseworkers for workshop three, where they will begin to develop and practice the skills around case planning and permanency.

Caseworkers will be able to continue to support their colleagues with key tasks such as ChildStory work, but will not be able to have allocated work, and will not be capable of completing key casework activities including assessment and planning work.

Week 14 – Workshop

Purpose

Caseworkers will explore the practices that help families to plan for change, sustain change and measure and review change. They will also continue to develop their skills in working with children in care, and using assessment tools such as the restoration tool and alternate assessment tool.

Courses

	Title	Description	Lead
Day 1	Partnering for change with families	Building on modules in week 13, caseworkers will develop skills in using the Framework's approaches to plan, talk with women, men and children and write about the change needed to keep children safe.	OSP
Day 2	Reviewing change and progress	Using the framework's approaches to review and measure a family's progress, plan and manage lapse and relapse, create referrals for change and complete risk reassessments.	OSP
Day 3	Restoration	Caseworkers will develop their skills in assessing whether it is safe to return children home, and creating plans to give children and families the best opportunity to achieve this goal.	OSP
Day 4	Working with children in care	Caseworkers will have the opportunity to practice their skills in talking and planning with children in care, their families, carers and other support people.	OSP
Day 5	Assessing risk and planning with children in care	Caseworkers will learn about the restoration tool and alternate assessment framework. Caseworkers will also participate in a group supervision session to talk about how they can bring the principles of permanency to life in their practice.	OSP

Capabilities

By the end of this workshop caseworkers will have practical skills in restoration work, child protection case planning and work with children in care.

Week 15 – Documenting and legal

Purpose

This week caseworkers will learn how to think about and use legislation to build a child's safety and strengthen relationships with families in practice.

Courses

Title	Description	Lead
Legal (1)	An overview of a caseworker's responsibilities and obligations under NSW legislation, particularly the Children and Young Persons (Care and Protection) Act 1998. This module will set the foundations for the caseworker's participation in the skill based legal workshop in week 16.	OSP & Legal Services
Childstory Case planning	This session will provide an overview and navigation of creating case plan records on Childstory including launching a family action planning for change template, recording the case plan and case plan monitoring and review on Childstory.	Childstory /OSP

Assessment task

1. Part D Portfolio assessment - Caseworkers will complete a Family Action Plan based on the case scenario. **This assessment will be marked (as part of their portfolio) by a CDP assessor. The Portfolio Assessment is to be submitted via Ignite by the end of this week.**

Other activities

This week caseworkers will arrange to attend the Children's Court as an observer. During this visit, they will meet with a care legal support officer and legal officer.

After meeting with the legal officer, caseworkers will develop a one page resource with tips for preparing legal documents. They will show this to their manager casework to discuss how it aligns with the framework. **Caseworkers will bring this task to the legal workshop in week 17 to develop and receive feedback.**

Reflection session

The practice mentor will use this session to facilitate a reflective discussion about documentation work with families. This session will focus on supporting caseworkers to consider some of the records and case files they've read, and how children and their families are represented. It will support them to think of ways and develop their own strategies for aligning their recording functions with their ethical principles.

They will an overview of the skill development and practice opportunities coming up, and prepare for the caseworker's attendance at workshop 4 (week 16)

Capabilities

While caseworkers will not be able to be allocated cases, they will be able to work directly with children and families to:

- assess restoration
- use the alternate assessment tool
- develop or review case plans with children and families

All of these activities must be completed under the guidance and supervision of an experienced caseworker, manager casework or casework specialist.

Note that caseworkers will be required to complete a range of assessment tasks in week 17 to complete legal casework.

Week 16 – Workshop

Purpose

This workshop will build on previous modules to help caseworkers continue to develop their knowledge and skills in legal work, and using group supervision as a tool for reflection and decision making. Caseworkers will practice the skills they have learned through the program and will also participate in assessed practice demonstrations where they will speak to a family member and child about safety, risk or change.

Courses

	Title	Description	Lead
Day 1	Legal	This session provides an overview of the model litigant policy, caseworkers legal responsibilities to the court and when working with families, including considering and initiating legal options, and completing legal documents.	OSP/Legal
Day 2	ChildStory – planning and legal.	This session will include navigating and creating the legal elements in Childstory, including initiating legal proceedings and placement management	OSP
Day 3	Workshop assessments and practice	This session will include practice and assessment of skills in talking with a child using framework approaches and a safety centred practice tool.	OSP
Day 4	Workshop assessments and practice	This session will include practice and assessment of skills in talking with parents using framework approaches.	OSP
Day 5	Group supervision and workshop wrap up	This session will include a group supervision session where caseworkers will share their worries and hopes for their practice.	OSP

Assessment task:

During this workshop caseworkers will be assessed on practice demonstrations and role play with the following skills focus;

1. Talk with a child based on a ROSH report using dignity driven practice approaches and family and safety centred tools. **This assessment will be marked.**
2. Talk with a mother using motivational interviewing and dignity driven practice approaches. **This assessment will be marked.**
3. Talk with a father who is using violence, using motivational interviewing and dignity driven practice approaches. **This assessment will be marked.**

Capabilities

While caseworkers will not be able to be allocated cases, they will be able to continue to support their team in other key casework activities including assessment and case planning work. This will need to happen under the guidance and supervision of an experienced caseworker, manager casework or casework specialist.

Week 17 – Legal and finalising graded assessment tasks

Purpose

Caseworkers will spend their final week finishing the assessment tasks required for them to successfully complete the CDP.

Courses

Title	Description	Lead
Legal (2)	This module will build upon the Legal (1) and Legal workshop learnings to apply the learnings to initiating legal documents, and other reports to the court.	OSP & Legal Services

Assessment task:

1. Using the case scenario from week 11 & 12, write a Court affidavit (S.90 Restoration Affidavit) using the Framework's principles. **This assessment will be marked.**

Other activities

Present a family to your team's group supervision, under the guidance of support of the allocated worker. Receive feedback from the specialist, manager casework and colleagues, and record your experience in their reflective journal.

Meet with your manager to develop a PDP that reflects how you will continue to learn and develop your expertise after you have completed CDP.

The Practice Coach will visit the caseworker and their manager for the third time. The Practice Coach will facilitate a 360-degree feedback session between the caseworker, manager and other district support roles.

The session will determine whether a caseworker has successfully met the capabilities of the CDP.

If a caseworker is successful, the manager and caseworker will brief the Practice Coach on their plan for the caseworker's further development.

If the caseworker has not yet been successful, the manager, caseworker and Practice Coach will develop a plan to address worries or barriers that have been identified.

Reflection session

The practice mentor will use this session for caseworkers will share their experience of presenting a family to group supervision. The facilitated session will support caseworkers to notice how their planning, hypothesis' and insights and decisions were supported, developed and challenged through the Group process and what (and identify who) else they need in their learning and development to feel more confident in using the model.

Capabilities

After caseworkers have successfully completed all assessment tasks, they can be allocated families as a lead worker.