

Staffing The Child Welfare Agency Recruitment And Retention

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The Child Welfare Challenge James K. Whittaker 2017-07-12 Within a historical and contemporary context, this book examines major policy practice and research issues as they jointly shape child welfare practice and its future. In addition to describing the major problems facing the field, the book highlights service innovations that have been developed in recent years. The resulting picture is encouraging, especially if certain major program reforms I are implemented and agencies are able to concentrate resources in a focused manner. The volume emphasizes families and children whose primary recourse to services has been through publicly funded child welfare agencies. The book considers historical areas of service—foster care and adoptions, in-home family-centered services, child-protective services, and residential services—where social work has an important role. Authors address the many fields of practice in which child and family services are provided or that involve substantial numbers of social work programs, such as services to adolescent parents, child mental health, education, and juvenile justice agencies. This new edition will continue to serve as a fundamen-tal introduction for new practitioners, as well as summary of recent developments for experienced practitioners.

Supervising Child Protective Services Caseworkers Marsha K. Salus 2004

Child Welfare Kathleen Kufeldt 2011-07-22 Children who receive child welfare services are a vulnerable group, and their numbers are growing. All who care about them need to be fully informed about current outcomes, indicators of success and failure, and best practices. This second edition of *Child Welfare: Connecting Research, Policy, and Practice* has a special focus on Canadian child welfare and contains entirely new material on these important themes. The book highlights major developments in child welfare and shows how these inform directions taken in research, policy, and practice. The book includes new sections on Indigenous issues and best practices, and several of its chapters review efforts to increase supports for families in need. Contributions from new and international authors illustrate the endemic nature of child welfare challenges and how we can learn from these experiences. Contributors provide recommendations for promoting best practice and enhancing resilience among children and families. Closing chapters within each section and at the end of the book summarize key theoretical and practice issues along with recommendations to improve the research, policy, and practice continuum in child welfare. The challenge is to translate good research into policy and practice in ways that enhance the life chances of children who need our care and protection.

Child welfare most states are developing

statewide information systems, but reliability of child welfare data could be improved : report to congressional requesters

[Child welfare HHS could play a greater role in helping child welfare agencies recruit and retain staff.](#)

Implementation of the Adoption and Safe Families Act of 1997 United States. Congress. House. Committee on Ways and Means. Subcommittee on Human Resources 2003

I Can Make a Difference 1988

Family Preservation Act of 1991 United States. Congress. House. Committee on Ways and Means. Subcommittee on Human Resources 1992

Bush Administration Foster Care Flexible Funding Proposal United States. Congress. House. Committee on Ways and Means. Subcommittee on Human Resources 2004

Protecting Children Kathleen Kufeldt 2021-06-25 Focusing on children who are subject to welfare intervention, *Protecting Children* addresses the challenges and issues of the child welfare system and provides foundational knowledge on the theoretical and practical aspects of the field. This edited collection begins with a review of key concepts, including child development, attachment, and resilience theories; social policies; family law; and ethics. Highlighting the translation of theory into practice, the contributors discuss current services and the search for best practice internationally, as well as explore Indigenous child welfare and offer conclusions and recommendations to promote positive outcomes for children and families involved in the system. Scholars, researchers, and practitioners from across the globe provide insight on a wide range of timely issues, such as the risk of reductionism, limits to predictability, pragmatic issues, as well as the disproportional presence in the care system of minority groups, including Indigenous children, children of new immigrants and refugees, children in LGBTQ communities, and children of the poor. This foundational volume is an important resource for courses in social work and child welfare. **FEATURES** - includes contributions from researchers, practitioners, and scholars from Australia, Canada, New Zealand, the United Kingdom, and the United States - highlights Indigenous authors and

personal stories of service users, and includes figures and tables throughout the text, as well as section introductions and conclusions to situate main theories and concepts for students

Foster Parent Retention and Recruitment Eileen Mayers Pasztor 1995 This report organizes into one document state-of-the-art information on foster parent retention and recruitment policies and practices developed over the past 20 years. Practical, detailed recommendations any agency can use to serve children, birth-families, and foster families more effectively.

[Exploring the Perceptions of Child Welfare Social Worker's Retention Rates for Five Years Or More of Employment in San Bernardino County Department of Children's Services Child Protection Units](#) Victoria Loren Hill 2008 The purpose of this study is to explore the reasons why child welfare social workers choose to stay working in child protection as their long-term professional career. Twenty-two career child welfare social workers' perceptions of their long-term employment were examined. If these reasons can be identified, child welfare agencies could possibly develop hiring processes, training systems, and other organizational processes that would target and nurture the right social worker for the job. Monies will be saved and families will be serviced by qualified social workers. The results of this study indicated the primary reason workers stayed in child welfare was related to the significant relationships they experienced with their supervisor, co-workers, and clients.

D.C. Child and Family Services Agency more focus needed on human capital management issues for caseworkers and foster parent recruitment and retention : report to congressional committees.

Charting the Impacts of University-Child Welfare Collaboration Katharine Briar-Lawson 2014-04-08 Train—and keep—a child welfare workforce that will make a difference! *Charting the Impacts of University-Child Welfare Collaboration* addresses the challenges of implementing workforce development initiatives designed to recruit students into the public child welfare field. Edited by Dr. Katharine Briar-Lawson, Dean of the School of Social Welfare at the University at Albany in New York, and Dr. Joan Levy Zlotnik, PhD, ACSW, Executive

Director of the Institute for the Advancement of Social Work Research, the book reflects the ongoing effort to counteract the “de-professionalization” phase of the 1970s and 80s that has impeded child welfare service delivery. A panel of practitioners, educators, and researchers focus on training and administrative funding, collaborative practices, delivery of educational content, preparation challenges faced by educators, and future challenges. *Charting the Impacts of University-Child Welfare Collaboration* examines strategies for specialized educational efforts supported by federal Title IV-E and Title IV-B Section 426 funding. The book addresses the process for preparing and maintaining a professional workforce, including collaborations between social work educators and their partnering public child welfare agencies that have led to experimental and innovative changes in practice and curricula. Topics include: determining a graduate's emotion capacity for child welfare service delivering educational content in human behavior in the social environment courses determining the return on funding investments using cognitive-affective models of student development using design teams to promote practice innovations, systems change, and cross-systems change and an examination of the California Collaboration, a competency-based child welfare curriculum project for MSW candidates. *Charting the Impacts of University-Child Welfare Collaboration* is an essential resource for continuing the campaign for workforce development and re-professionalism in child welfare practice. The book is invaluable for educators and professionals working to develop reliable, relevant, and competent staffing.

[Child welfare improved federal oversight could assist states in overcoming key challenges](#)

Child Welfare Cornelia M. Ashby 2004
District of Columbia Appropriations for Fiscal Year 2002 United States. Congress. Senate. Committee on Appropriations. Subcommittee on District of Columbia 2002

Staff Recruitment, Retention, & Training Strategies for Community Human Services Organizations Sheryl Ann Larson 2005 This book provides practical strategies for managers and supervisors of human services agencies to

use in assessing and successfully addressing workforce challenges. Each strategy is described with detailed instructions about how to assess the strategy, develop an intervention plan, and evaluate its effectiveness. Chapters also discuss how and why each strategy should be used. The book includes worksheets, forms, flow charts, and examples of how successful agencies have used these strategies.

Recruitment and Retention of Foster Parents New York (State). Legislature.

Legislative Commission on Expenditure Review 1989

Child Welfare Supervisor Retention Angela Rachele Ausbrooks 2007 Child welfare agencies are considered some of the most stressful places of employment. This stress is related to several factors: (a) the myriad forms of child maltreatment that employees must deal with on a consistent basis, (b) high caseloads, and (c) the organizational climate of most child welfare agencies. Working in child welfare involves seeing battered, beaten, bruised, burned, and neglected children on a daily basis and sometimes experiencing the death of a child as a result of abuse or abuse-related conditions. Because of the stressors inherent in child welfare agencies, retention of employees has become an increasing issue throughout the United States. A review of the literature determined that most studies involving child welfare retention focused on the reasons that employees leave the agency. These studies found that child welfare employees' reasons for terminating their employment included excessive caseloads, lack of supervisor support, job dissatisfaction, and a negative organizational climate. This dissertation explored the reasons that child welfare employees, specifically supervisors, remain employed in child welfare agencies from a strengths perspective. A qualitative study was conducted with 50 child welfare supervisors to determine whether their ability to remain with the agency was related to resilient characteristics. Results of the study indicate that the possession of a personal mission or calling, support systems, and coping skills are among the primary factors that allow supervisors to achieve employment longevity. These and additional findings are discussed in detail as well as implications for child welfare,

social work practice, and social work education. *District of Columbia Child Welfare United States. General Accounting Office 2000*
Child Welfare Supervision Cathryn C. Potter 2009-03-23 Supervisors have a pivotal position in the child welfare workforce: they recruit and retain the best employees, move agencies to best practice frameworks, and create a sustaining positive organizational climate. Child welfare supervisors must lead a stressed workforce operating in a bureaucratic environment, and always with the knowledge that children's lives are at stake. They need and deserve a book oriented to the reality of their work. *Child Welfare Supervision* connects theory and practice to provide an overview of the most relevant and sound approaches to supervision. In thirteen illuminating chapters, *Child Welfare Supervision* translates generic principles of supervision and management and organizational theory to the specifics and reality of the child welfare practice environment. The result is a comprehensive, integrated resource for child welfare supervisors that gives them the tools and information to succeed in the fast-paced and intense world of child welfare. - Covers a wide range of must-have skills for supervisors including leadership, developing worker performance, managing the Child Welfare unit, working beyond the agency, managing performance, providing clinical supervision, and respecting diversity - Features case studies and scenarios that illustrate key points and competencies - Brings together the latest research and literature review with a pragmatic approach to child welfare supervision and case studies illustrate key concepts. -Each chapter concludes with reflection questions that can be assigned for a class or used in an agency to generate thoughtful discussion.

Social Work Education and Public Human Services, Developing Partnerships Joan Levy Zlotnik 1993

President Clinton's Budget Proposal for New Funding for Child Welfare Services Targeted for Family Support and Preservation Services

United States. Congress. House. Committee on Ways and Means. Subcommittee on Human Resources 1993

To Review Federal and State Oversight of Child Welfare Programs United States. Congress.

House. Committee on Ways and Means. Subcommittee on Human Resources 2004

Child Welfare United States. General Accounting Office 2003

D.C. Child and Family Services Agency United States. General Accounting Office 2004

Departments of Labor, Health and Human Services, Education, and Related Agencies Appropriations for 2005 United States.

Congress. House. Committee on Appropriations. Subcommittee on the Departments of Labor, Health and Human Services, Education, and Related Agencies 2004

Child Welfare for the Twenty-first Century

Gerald P. Mallon 2005-09-14 This up-to-date and comprehensive resource by leaders in child welfare is the first book to reflect the impact of the Adoption and Safe Families Act (ASFA) of 1997. The text serves as a single-source reference for a wide array of professionals who work in children, youth, and family services in the United States-policy makers, social workers, psychologists, educators, attorneys, guardians ad litem, and family court judges—and as a text for students of child welfare practice and policy. Features include: * Organized around ASFA's guiding principles of well-being, safety, and permanency * Focus on evidence-based "best practices" * Case examples integrated throughout * First book to include data from the first round of National Child and Family Service Reviews Topics discussed include the latest on prevention of child abuse and neglect and child protective services; risk and resilience in child development; engaging families; connecting families with public and community resources; health and mental health care needs of children and adolescents; domestic violence; substance abuse in the family; family preservation services; family support services and the integration of family-centered practices in child welfare; gay and lesbian adolescents and their families; children with disabilities; and runaway and homeless youth. The contributors also explore issues pertaining to foster care and adoption, including a focus on permanency planning for children and youth and the need to provide services that are individualized and culturally and spiritually responsive to clients. A review of salient systemic issues in the field of children, youth, and family services completes this

collection.

On the Job in Child Welfare Floyd J. Alwon 2009 What is the secret to reducing staff turnover? Through case studies, learn what other child welfare agencies have done to keep their employees on the job despite a lack of resources. Five sections explore strategies that improve retention and outcomes.

Child Welfare: Improving Social Serviced Program, Training, & Technical Assistance Information Would Help Address Long-Standing Service-Level & Workforce Challenges

The Children's Bureau Legacy Administration on Children, Youth and Families 2013-04-01 Comprehensive history of the Children's Bureau from 1912-2012 in eBook form that shares the legacy of this landmark agency that established the first Federal Government programs, research and social reform initiatives aimed to improve the safety, permanency and well-being of children, youth and families. In addition to bios of agency heads and review of legislation and publications, this important book provides a critical look at the evolution of the Nation and its treatment of children as it covers often inspiring and sometimes heart-wrenching topics such as: child labor; the Orphan Trains, adoption and foster care; infant and maternal mortality and childhood diseases; parenting, infant and child care education; the role of women's clubs and reformers; child welfare standards; Aid to Dependent Children; Depression relief; children of migrants and minorities (African Americans, Hispanics, Native Americans), including Indian Boarding Schools and Indian Adoption Program; disabled children care; children in wartime including support of military families and World War II refugee children; Juvenile delinquency; early childhood education Head Start; family planning; child abuse and neglect; natural disaster recovery; and much more. Child welfare and related professionals, legislators, educators, researchers and advocates, university school of social work faculty and staff, libraries, and others interested in social work related to children, youth and families, particularly topics such as preventing child abuse and neglect, foster care, and adoption will be interested in this comprehensive history of the Children's Bureau that has been funded by the U.S. Federal

Government since 1912.

Changing Paradigms of Child Welfare Practice 1999

Factors Influencing Retention of Child Welfare Staff 2005 The well-being of children served by the child welfare system is put at risk by the problems child welfare agencies have in recruiting and retaining competent staff. Staff turnover results in staff shortages and high caseloads which impair workers' abilities to perform their jobs effectively. This research review was undertaken to answer the question: What conditions and strategies influence the retention of staff in public child welfare? The study addresses both personal and organizational factors affecting staff turnover, and identifies a number of effective recruitment and retention strategies that child welfare agencies can implement to address this problem.

British & American Child Welfare Services

Gladys Marie Kammerer 1962 There are weaknesses in child welfare administration on both sides of the Atlantic. Dr. Kammerer does not hesitate to point them out. Although she finds much to admire in British administration, she is one of the few Americans to speak critically of the British programs, and the confusion over what constitutes professional preparation for child welfare services. The author also discusses American imperfections. She shows that these imperfections make the Federal Children's Bureau (in contrast to the British Children's Department) powerless to enforce standards. She accuses specific offenders in America for their use of children's institutions for political spoils. She examines the serious anomalies existing among the states' financial support for child welfare services of the subprofessional public assistance programs, when these programs are "integrated" in state or local departments of welfare. This analysis of child welfare administration is a pioneer study. It indicates a possible way of making critical inquiry into the organization of social services for children. THIS IS AN IMPORTANT BOOK because it is the first: * To make a comparative study of child welfare services in the two major English-speaking nations of the world . * To provide a factual basis for organizational theory for child welfare administration. * To take issue with the theory behind existing forms of child

welfare organizations not grounded upon the facts of program and the changing goals in the field of social work . * To furnish a way of analyzing the organization of other often so-called treatment fields such as mental health, training, and care of the handicapped, etc. Dr. Kammerer concludes that we must take advantage of professional thinking in the field of social work to see that children who need it, receive care in infancy to avoid their becoming public charges in later life. The author, a student of American public administration, includes many facts unknown to many, e.g., one of the wealthiest states in the union-Ohio did not appropriate one cent of state money for child welfare services until 1959.

The Child Welfare Challenge Peter J. Pecora 2018-09-03 Using both historical and contemporary contexts, The Child Welfare Challenge examines major policy practice and research issues as they jointly shape child welfare practice and its future. This text focuses on families and children whose primary recourse to services has been through publicly funded child welfare agencies, and considers historical areas of service—foster care and adoptions, in-home family-centered services, child-protective services, and residential treatment services—where social work has an important role. This fourth edition features new content on child maltreatment and prevention that is informed by key conceptual frameworks informed by brain science, public health, and other research. This edition uses cross-sector data and more sophisticated predictive and other analytical processes to enhance planning and practice design. The authors have streamlined content on child protective services (CPS) to allow for new chapters on juvenile justice/cross-over youth, and international innovations, as well as more content on biology and brain science. The fourth edition includes a glossary of terms as well as instructor and student resource papers available online.

Evaluation Research in Child Welfare Katharine Briar-Lawson 2018-10-24 Since the 1980s, child welfare agencies and social work programs in more than 40 states have come together to address recruitment and retention issues by preparing social work students for child welfare practice—and to enhance the

delivery of child welfare services. This book documents the outcomes of these partnerships to help you assess their value and sustainability! Evaluation Research in Child Welfare: Improving Outcomes Through University-Public Agency Partnerships is a critical examination of the diverse outcomes—and strategies for assessing them—of university/public child welfare agency partnerships designed to prepare social work students for public child welfare practice. This informative book addresses outcomes of these specialized training efforts which were supported by federal Title IV-E and Title IV-B Section 426 funds. Special attention is paid to programs addressing diversity and cultural competence through staff development. The book follows the process of tracking the career paths of students in several states (large and small, rural and urban), as well as cross-state collaborations that include university, agency, consumer, and student partnerships. From the Editors: “Rising drug problems such as crack and cocaine addiction, along with co-occurring challenges such as poverty, domestic violence, and mental health issues, have helped to reinforce the need to have the most effective services delivered by the most well-prepared staff. Moreover, such challenges compel the most relevant, scientifically based approaches, requiring a closer connection of public child welfare systems to social work education programs and related academic disciplines. The articles featured in this book serve as progress markers for this re-professionalization initiative. They constitute snapshots of some of the current progress in workforce development, including social work based education, training, and capacity building in public child welfare. They also reflect social work/public child welfare partnerships and the lessons that are being learned when the research, educational, and service resources of schools of social work are harnessed to build a better trained work force that can provide improved services.” In this informative book, you'll find a national overview of historical efforts to promote professional social work practice in child welfare, as well as examinations of: special challenges presented by privatized systems curricula and agencies training opportunities that grow from research partnerships the importance and impact of racial

and ethnic diversity for future social workers the cultural competency needs of BSW and MSW students the differing cultural perspectives of universities and agencies—which must be bridged to create successful partnerships the benefits of these partnerships in terms of outcomes for students, clients, agencies, and social work education programs

Strengthening the Retention of Child Protection Workers Kenneth Burns 2012-12 This book examines a key issue in the field of human and social services: how to retain workers in child protection and welfare organisations. Research over the last decade has highlighted the turnover of these workers as being a pressing and perennial issue that impacts upon service users, staff welfare, resources and the reputation of this sector. This book presents the findings of a study examining social workers' retention in child protection and welfare. The findings from this study highlights how workers' retention is influenced by exchanges relationships with colleagues and managers, and this book presents a unique 'career preference' typology which expands our understanding of how workers make decisions to stay or leave based upon their pre-conceptions of career pathways post-qualification. The book also examines findings associated with the employment mobility of these workers within child protection and tracks their next post after leaving, which provides some surprising findings regarding how we understand and measure turnover for these workers. The book also examines rich qualitative data from these workers' experiences of being a social worker in child protection associated with; job satisfaction, commitment to child protection and welfare work, making a difference, quality of supervision, autonomy, and exchange relationships with peers, all of which emerged as important factors in social workers' decisions to stay or leave. The implications of this study's findings for theory are also explored. Kenneth Burns is deputy course director of the Master of Social Work and a research associate with the Institute for Social Science in the 21st Century at University College Cork, Ireland.

Staffing the Child Welfare Agency Kim Pawley Helfgott 1991

Federally Funded Child Welfare, Foster Care,

and Adoption Assistance Programs United States. Congress. House. Committee on Ways and Means. Subcommittee on Human Resources 1990

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