

## The Learning Needs Assessment Tool: Core Competencies

### Competency Category 1: Protecting and Nurturing Children

Expectation: Foster parents provide a safe, healthy environment for children, with unconditional positive support.

Competency and its Location In Foster PRIDE Core	What is your knowledge and skill level? (0-3)*	How important is it to what you do? (0-3)**	How important is it to learn? more?	Any Obstacles? (A-G)***	Comments
			<b>Total</b>		
<b>I-1 Knows signs and symptoms of sexual abuse (Module 4, Session 1)</b>	_____ X _____	_____ <b>3</b> _____	= _____	_____	_____
<b>I-2 Knows how sexual abuse affects child growth and development (Module 4, Sessions 1, 2)</b>	_____ X _____	_____ <b>3</b> _____	= _____	_____	_____
<b>I-3 Can use appropriate interventions (Module 4, Sessions 1, 2)</b>	_____ X _____	_____ <b>3</b> _____	= _____	_____	_____
<b>I-4 Knows the risk factors for chemical use, abuse, and dependency (Module 10, Session 1)</b>	_____ X _____	_____ <b>3</b> _____	= _____	_____	_____

\*LEVEL OF KNOWLEDGE AND SKILL: 0=Exceptional;1=Sufficient; 2=Some; 3=None

\*\*PRIORITY LEVEL: 3-Very Important to Job; 2=Moderately Important to Job; 1=Minor Part of Job; 0=Not Part of Job

\*\*\*BARRIER: A=Training Availability; B=Resource Availability; C=Time; D=Health; E=Lack of Child Care; F=Willingness Issues; G=Other

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<b>Total</b>					
<b>I-5 Knows how to strengthen protective factors to prevent chemical dependency in children (Module 10, Session 1)</b>	_____ X	<u>    3    </u>	= _____	_____	_____
<b>I-6 Knows contemporary issues and trends related to chemical dependency (Module 10, Session 2)</b>	_____ X	<u>    3    </u>	= _____	_____	_____
<b>I-7 Knows categories and classification of substances, physical and psychological effects of AOD, and their methods of administration (Module 10, Session 2)</b>	_____ X	<u>    3    </u>	= _____	_____	_____
<b>I-8 Understands the dynamic process of chemical dependency, relapse and recovery (Module 10, Session 2)</b>	_____ X	<u>    3    </u>	= _____	_____	_____
<b>I-9 Knows effects of parental chemical dependence on children and the family system (Module 10, Session 3)</b>	_____ X	<u>    3    </u>	= _____	_____	_____

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<b>Total</b>					
<b>I-10 Understands the concept of resiliency in children of substance abusers (Module 10, Session 3)</b>	_____ X	<u>    3    </u>	= _____	_____	_____
<b>I-11 Knows How to work with the team to protect children and support their parents' recovery (Module 10, Session 2)</b>	_____ X	<u>    3    </u>	= _____	_____	_____
<b>I-12 Can recognize possible effects of prenatal exposure to AOD in newborns, toddlers, and young children (Module 10, Session 4)</b>	_____ X	<u>    3    </u>	= _____	_____	_____
<b>I-13 Knows how to respond appropriately to situations involving chemically dependent birth parents (Module 10, Session 5)</b>	_____ X	<u>    3    </u>	= _____	_____	_____

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**COMPETENCY CATEGORY II: MEETING CHILDREN'S DEVELOPMENTAL NEEDS AND ADDRESSING THEIR DEVELOPMENTAL DELAYS**

Expectation: Foster parents meet the developmental needs of children by supporting cultural and spiritual identity; providing positive guidance; using appropriate discipline; supporting intellectual/educational growth; encouraging positive social relationships.

Competency and its Location In Foster PRIDE Core	What is your knowledge and skill level? (0-3)*	How important is it to what you do? (0-3)**	How important is it to learn? more?	Any Obstacles? (A-G)***	Comments
			<b>Total</b>		
<b>II-1 Understands factors affecting self-esteem (Module 1, Session 1)</b>	_____ X	<u>    3    </u>	=	_____	_____
<b>II-2 Can access self-esteem and create necessary conditions for positive self-esteem (Module 1, Sessions 1, 2)</b>	_____ X	<u>    3    </u>	=	_____	_____
<b>II-3 Can create supportive, accepting environment (Module 1, Session 2)</b>	_____ X	<u>    3    </u>	=	_____	_____
			<b>Total</b>		
<b>II-4 Can provide unconditional positive support (Module 1, Sessions 2, 3, 4)</b>	_____ X	<u>    3    </u>	=	_____	_____

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Competency and its Location In Foster PRIDE Core	What is your knowledge and skill level? (0-3)*	How important is it to what you do? (0-3)**	How important is it to learn? more?	Any Obstacles? (A-G)***	Comments
<b>II-5 Can help child identify and build upon personal strengths</b> (Module 1, Session 2)	_____ X	<u>    3    </u>	= _____	_____	_____
<b>II-6 Can help child develop social relationships</b> (Module 1, Session 2)	_____ X	<u>    3    </u>	= _____	_____	_____
<b>II-7 Can use community resources to promote child's positive social relationships</b> (Module 1, Session 2; Module 7, Session 1)	_____ X	<u>    3    </u>	= _____	_____	_____
<b>II-8 Understands the relationship between meeting needs and behavior; can assist child in meeting needs responsibly</b> (Module 1, Sessions 2, 3; Module 2, Sessions 1, 2)	_____ X	<u>    3    </u>	= _____	_____	_____
<b>II-9 Knows the elements of, barriers to, effective communication; can promote effective communication</b> (Module 1, Session 3)	_____ X	<u>    3    </u>	= _____	_____	_____
			<b>Total</b>		

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Competency and its Location In Foster PRIDE Core	What is your knowledge and skill level? (0-3)*	How important is it to what you do? (0-3)**	How important is it to learn? more?	Any Obstacles? (A-G)***	Comments
II-10 Can use interpersonal skills to build relationships, help child cope with feelings, meet developmental needs, instill discipline (Module 1, Session 4)	X	<u>3</u>	=		
II-11 Can use discipline techniques to promote positive behavior (Module 2, Sessions 1, 3)	X	<u>3</u>	=		
II-12 Can use discipline techniques to promote self-responsibility (Module 2, Sessions 2, 3)	X	<u>3</u>	=		
II-13 Can use discipline techniques to respond to unacceptable behavior (Module 2, Sessions 2, 3)	X	<u>3</u>	=		
II-14 Knows stages of sexual development (Module 3)	X	<u>3</u>	=		
			<b>Total</b>		
II-15 Can provide developmentally appropriate information on sexual development and behavior (Module 3)	X	<u>3</u>	=		

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Competency and its Location In Foster PRIDE Core	What is your knowledge and skill level? (0-3)*	How important is it to what you do? (0-3)**	How important is it to learn? more?	Any Obstacles? (A-G)***	Comments
<b>II-16 Can recognize symptomatic/ problematic sexual development and can respond appropriately (Module 3)</b>	X	<u>3</u>	=	_____	_____
<b>II-17 Knows how to promote a child's positive sense of identity, cultural norms and values (Module 1, Session 2; Module 7, Sessions 1, 2)</b>	X	<u>3</u>	=	_____	_____
<b>II-18 Knows the value of Lifebooks; knows how to prepare and maintain them (Module 7, Session 2)</b>	X	<u>3</u>	=	_____	_____

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<b>COMPETENCY CATEGORY III: SUPPORTING RELATIONSHIPS BETWEEN CHILDREN AND THEIR FAMILIES</b>
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Expectation: Foster parents support relationships between children and youth, and their primary/birth families.

Competency and its Location In Foster PRIDE Core	What is your knowledge and skill level? (0-3)*	How important is it to what you do? (0-3)**	How important is it to learn? more?	Any Obstacles? (A-G)***	Comments
			<b>Total</b>		
III-1 Can respect and support child's connections to birth families and previous foster families (Module 5, Session 1)	_____ X _____	_____ <u>3</u> _____	= _____	_____	_____
III-2 Can recognize cultural, spiritual, social, and economic similarities and differences between own family and child's family (Module 5, Session 1; Module 7, Session 1)	_____ X _____	_____ <u>3</u> _____	= _____	_____	_____
III-3 Can respect and support connections to siblings (Module 5, Session 1)	_____ X _____	_____ <u>3</u> _____	= _____	_____	_____

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Competency and its Location In Foster PRIDE Core	What is your knowledge and skill level? (0-3)*	How important is it to what you do? (0-3)**	How important is it to learn? more?	Any Obstacles? (A-G)***	Comments
<b>Total</b>					
<b>III-4 Can help child accept relationships with birth family, and assist child in managing feelings and relationships (Module 5, Session 1)</b>	X	<u>3</u>	=	_____	_____
<b>III-5 Can support visits and other contact with child's family (Module 5, Session 2)</b>	X	<u>3</u>	=	_____	_____
<b>III-6 Knows how visits with family affect child's feelings and behaviors; can prepare child for visits and help child to manage feelings in response to visits and other contacts (Module 5, Session 2)</b>	X	<u>3</u>	=	_____	_____
<b>III-7 Can work with and help birth family (Module 5, Session 3)</b>	X	<u>3</u>	=	_____	_____

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**COMPETENCY CATEGORY IV: CONNECTING CHILDREN TO SAFE, NURTURING  
RELATIONSHIPS INTENDED TO LAST A LIFETIME**

Expectation: Foster parents promote permanency planning leading first to family relationships intended to last a lifetime.

Competency and its Location In Foster PRIDE Core	What is your knowledge and skill level? (0-3)*	How important is it to what you do? (0-3)**	How important is it to learn? more?	Any Obstacles? (A-G)***	Comments
			<b>Total</b>		
IV-1 Understands the concept of permanence, and reunification as a primary permanency goal (Module 8, Session 1)	_____ X	<u>    3    </u>	= _____	_____	_____
IV-2 Understands the process and impact of a child's transition to birth family; knows how to prepare and support a child for this transition (Module 8, Session 1)	_____ X	<u>    3    </u>	= _____	_____	_____

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Competency and its Location In Foster PRIDE Core	What is your knowledge and skill level? (0-3)*	How important is it to what you do? (0-3)**	How important is it to learn? more?	Any Obstacles? (A-G)***	Comments
<b>Total</b>					
<b>IV-3 Understands the process and impact of a child's transition to an adoptive family; knows how to prepare and support a child for this transition</b> (Module 8, Session 1)	X	<u>3</u>	=	_____	_____
<b>IV-4 Understands the process and impact of a family's conversion from providing family foster care to becoming child's adoptive family</b> (Module 8, Session 2)	X	<u>3</u>	=	_____	_____
<b>IV-5 Understands the process and impact of a child's transition to long-term family foster care; knows how to prepare and support a child for this transition</b> (Module 8, Session 2)	X	<u>3</u>	=	_____	_____

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			<b>Total</b>		
<b>IV-6 Understands the process and impact of a child's transition to guardianship; knows how to prepare and support a child for this transition</b> (Module 8, Session 2)	_____ X	<u>    3    </u>	= _____	_____	_____
<b>IV-7 Understands the process and impact of a youth's transition to independent living; knows how to prepare and support a youth for this transition</b> (Module 8, Session 3)	_____ X	<u>    3    </u>	= _____	_____	_____

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### COMPETENCY CATEGORY V: WORKING AS A MEMBER OF A PROFESSIONAL TEAM

Expectation: Foster parents participate as essential and effective members of a professional team.

Competency and its Location In Foster PRIDE Core	What is your knowledge and skill level? (0-3)*	How important is it to what you do? (0-3)**	How important is it to learn? more?	Any Obstacles? (A-G)***	Comments
			<b>Total</b>		
<b>V-1 Knows the role, rights, and responsibilities of foster parents (Module 6, Session 1)</b>	_____ X	<u>    3    </u>	=	_____	_____
<b>V-2 Can communicate effectively with other members of the child welfare team (Module 6, Session 1)</b>	_____ X	<u>    3    </u>	=	_____	_____
<b>V-3 Knows how to participate in the service planning process and in service plan reviews (Module 6, Session 1)</b>	_____ X	<u>    3    </u>	=	_____	_____
<b>V-4 Knows how to comply with agency policy regarding confidentiality (Module 6, Session 2)</b>	_____ X	<u>    3    </u>	=	_____	_____
<b>V-5 Knows how to access the service appeal system (Module 6, Session 2)</b>	_____ X	<u>    3    </u>	=	_____	_____

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<b>Total</b>					
<b>V-6 Can maintain records regarding a child's history (Module 6, Session 2)</b>	_____ X	<u>    3    </u>	= _____	_____	_____
<b>V-7 Can advocate for children to obtain needed services (Module 6, Session 2)</b>	_____ X	<u>    3    </u>	= _____	_____	_____
<b>V-8 Can assess own strengths and needs for support (Module 6, Session 2)</b>	_____ X	<u>    3    </u>	= _____	_____	_____
<b>V-9 Can implement an FDP (Module 6, Session 2)</b>	_____ X	<u>    3    </u>	= _____	_____	_____
<b>V-10 Understands the positive functions of conflict, and knows different styles for handling conflict (Module 6, Session 3)</b>	_____ X	<u>    3    </u>	= _____	_____	_____
<b>V-11 Knows how to apply collaboration skills to conflict (Module 6, Session 3)</b>	_____ X	<u>    3    </u>	= _____	_____	_____

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<b>Total</b>					
V-12 Knows how fostering can affect family relationships and how to minimize stresses that can result from fostering (Module 9, Session 1)	_____ X	<u>    3    </u>	= _____	_____	_____
V-13 Knows how to strengthen and maintain marital, parent-child, and sibling relationships while fostering (Module 9, Session 1)	_____ X	<u>    3    </u>	= _____	_____	_____
V-14 Understands the agency's policy regarding foster parent abuse allegations (Module 9, Session 2)	_____ X	<u>    3    </u>	= _____	_____	_____
V-15 Knows how to prepare for the possibility of abuse/neglect allegations, and how to manage the impact and the investigation process (Module 9, Session 2)	_____ X	<u>    3    </u>	= _____	_____	_____