



The Kinship & Foster Family  
Network of Manitoba

FOSTERING CONNECTIONS

# The Kinship & Foster Family Network of Manitoba

## Training Services Synopsis

**THE KINSHIP & FOSTER FAMILY  
NETWORK OF MANITOBA**

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Winnipeg R2J 4G7  
Phone: 204-940-1280  
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Email: [manfost@kffnm.ca](mailto:manfost@kffnm.ca)

To view when and where we are currently  
offering Kinship & Foster parent training.

**Website: [kffnm.ca/calendar/](http://kffnm.ca/calendar/)**

**KFFNM is funded by  
The Provincial Government of Manitoba Department of Families**



**Zoom Sessions**  
**KFFNM Training Blocks Session Times**  
**Introduction to Kinship & Foster Care**  
**Information Sessions**  
**Focused Forums**  
**Skill Development Levels 1& 2**

**To find current scheduling for upcoming trainings.**

**Our Website: [kffnm.ca/calendar/](http://kffnm.ca/calendar/)**

**Our KFFNM Facebook page**

**Call us: 204-940-1280**

**Email us: [manfost@kffnm.ca](mailto:manfost@kffnm.ca)**

To register for training please contact:  
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## **The Kinship & Foster Family Network of Manitoba Mission Statement**

To encourage, promote, assist, and educate kinship and foster homes to enhance the quality of life for children in care.

## **The Kinship and Foster Family Network of Manitoba Training Services Synopsis**

### **Zoom Sessions**

**Registered participants receive Zoom Protocols prior to training date. Familiarizing yourself with those protocols is important.**

At this time, KFFNM continues to provide educational, support and training resources through our **Licensed ZOOM rooms**.

We offer opportunities to attend sessions from the comfort of your home. Individuals from all regions of the province are able to connect and discuss similarities and differences with providing care from their home and community.

Due to the nature of the ZOOM process the length of sessions has been reduced. In order to catch missing pieces arising from the shortened session time we have added three mentorship sessions through the nine sessions for Level 1 and added an additional mentorship time to Level 2 sessions.

During Zoom sessions Learning Inventory polls are posted to collect information from participants designed to reflect effectiveness of the material presentation.

Participants are expected to complete a survey following the completion of a training series to support improving the training experience.

Following the completion of a training series participants will receive a confirmation of attendance through an email.

### **MENTORSHIP SESSIONS**

Additional sessions are included in **Level 1** training.

Mentorship sessions are designed to cover or review any material needing more time. As these sessions are less structured they offer opportunities for participants to increase their understanding, share their wisdom, and enhance their connection with others.

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**Kinship and Foster educational material is proudly developed in the province of Manitoba through KFFNM. Updates reflect current relevant subject material, theories, standards of practice and the input received from participants and CFS agencies.**

The Kinship and Foster Family Network of Manitoba is a non-profit organization guided by kinship and foster parent community members.

We thank the kinship and foster parent board members for the expertise they provide in supporting the development of trainings, information sessions and forums. Their guidance and direction is invaluable.



# The Kinship & Foster Family Network of Manitoba

## Training Schedules

In order to provide as much flexibility as possible, and reach as many of Manitoba's communities as possible, KFFNM schedules training sessions in Fall, Winter and Spring blocks.

Training Blocks	
<b>Winter schedule</b>	January to March
<b>Spring schedule</b>	April to June
<b>Fall schedule</b>	September to December

Zoom Sessions Training Group Size	
Minimum # participants	5 participants
Maximum # participants	15 participants
<i>Group size during sessions is limited to facilitate best possible participation.</i>	

**Register as early as possible to avoid missing training sessions of your choice. In order to receive workbooks prior to training date registration needs to be confirmed 10 days before training commences.**

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### **KFFNM training is focused upon skill development for the unique challenges of providing temporary and complementary parent care.**

- \* Understand system legislation, regulations and standards which impact the provision of kinship and foster care.
- \* Understand the responsibility of being complementary and temporary caregivers for children in care.
- \* Recognize the importance of exposure to and retention of a child's family culture.
- \* Develop skills for supporting restoration for the family of origin.
- \* Clarify, demonstrate and communicate the what, why, when, where, and who of the care kinship and foster parents provide.
- \* Manage parenting challenges to support the best interests of a child in care.
- \* Engage as an effective member of the Child and Family Services team.
- \* Work with community resources as a valuable team member.
- \* Manage challenges to minimize the impacts of providing care.

### **PRINCIPLE OF ADDITION**

The birth family remains at the center of the circle.  
Always add rather than subtract people from a child's life.  
Adding people expands the circle of support.  
Kinship/foster family can be a valuable complementary addition to the birth family.



This session is designed for individuals interested in providing kinship or foster care. Information provided presents a broad overview of how and why families become involved with the Child and Family Services system. Designed to support understanding of the role kinship/foster parents provide as partners within the Child and Family system.

- Covers care expectations and legislation which governs kinship or foster care.
- Historical impacts of colonization on Indigenous people of Manitoba is discussed to assist with understanding responsibilities in providing care.
- Awareness of multigenerational trauma and the connection to the percentage of Indigenous children in care.
- Focus is on concept of the 'Principle of Addition' to support awareness of the temporary and complementary aspect of kinship and foster care.
- Strengths and challenges of providing care from within a family home are discussed.
- Session provides prospective kinship/foster parents with information to make an informed decision about fostering.
- Information on the licensing process.
- Individual agencies providing their unique Orientation specific to their service mandate is recognized and honoured.

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To view dates and times when Introduction sessions are being offered go to [kffnm.ca/calendar/](http://kffnm.ca/calendar/)

## Focused Forums



Each year, our organization invites Manitoba's kinship and foster parents to participate in community forums. Forum topics reflect current concerns regarding providing kinship and foster care.

- Forums are designed to offer kinship and foster parents an opportunity to share their wisdom and express their opinions on the challenges and rewards of kinship and foster parenting.
- It is our hope that the ideas presented in these forums improve the Kinship/Foster Care experience for everyone involved.
- We engage kinship and foster parents across the province to share their thoughts on a variety of topics.
- Forums previously have been held in different regions of Manitoba. Until it is safe, all forums will be held through Zoom sessions allowing individuals to participate in a session which meets their schedule. Hybrid models are being explored for post-pandemic times.
- The input from participants at the forums is compiled into a report which is provided across the province to Child and Family Services Authorities, Agencies, forum attendees and made available on our web site. Confidentiality is honored and respected.
- Such recommendations, from the collective wisdom of kinship and foster parents, can assist in the development of best practices for Child Welfare in Manitoba.

To view when we are offering upcoming forums or previous forum reports please view our website.

**Website: [kffnm.ca/calendar/](http://kffnm.ca/calendar/)**

To register to attend a forum please contact:  
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Information sessions are designed to support increased awareness of the complex dynamics involved with providing temporary and complementary care within Child and Family Services. These sessions are currently offered to licensed kinship, foster parents or Places of Safety care providers.

## Manitoba CFS Legislation

- Provides an overview of current legislation which governs kinship and foster care.
- General knowledge of the Child and Family Services Act, Regulations and Standards of Practice.
- Current information for the Act Respecting First Nations, Inuit and Metis children, youth and families is shared and discussed.
- Participants discuss strategies for working as effective and valuable team members within the CFS system.

## Understanding the Appeal Process for Child Removal

- There are two sessions provided.
- An Information session outlines the detailed process and time lines, set out in legislation, for the removal of a child from kinship or foster care .
- Information is provided on the expectations of agencies to investigate allegations and to facilitate an appeal process for kinship and foster parents.
- The Best Practices session provides opportunities to discuss and explore care practices when parenting children in care.

## Historical Perspectives

Continuing Impacts of Colonialism on Indigenous Families

- This information is guided by the 94 Calls to Action of the Truth and Reconciliation Commission.
- Provides awareness of intergenerational historic impacts of settlers and colonization. Understanding the on-going impact of the 60's scoop, residential schools and the Indian Act is discussed.
- Currently kinship and foster care provides a large portion of alternative care for children and their families.
- To support reconciliation and restoration. Kinship and foster parents are called to be an active part of the solution for the challenges Indigenous families face in the province of Manitoba.
- Calls to action, specific to children in care, are discussed in detail with the hopeful outcome of individual pledges by participants for action steps toward Reconciliation.
- TRC call to Action Responses are explored.
- Discussion on the Act Respecting First Nations, Inuit and Metis children, youth and families and the celebration of the return of the children.

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# The Kinship & Foster Family Network of Manitoba Level 1 Sessions



**Level 1 Skill Development series**  
9 sessions and 3 mentorship sessions for a total of 24 hours.

To view dates and times when Level 1 sessions are being offered go to [kffnm.ca/calendar/](http://kffnm.ca/calendar/)

<b>Module 1</b> <b>Child Development</b> Zoom Session 2 Hours	<b>Module 2</b> <b>Relationships &amp; Attachment</b> Zoom Session 2 Hours	<b>Module 3</b> <b>Fostering Family Connections</b> Zoom Session 2 Hours
<p><i>Learning Objectives</i></p> <ul style="list-style-type: none"> <li>⇒ Basic understanding of child development.</li> <li>⇒ Basic understanding of the affects of maltreatment on child development.</li> <li>⇒ Introduction to the concept of parenting steps.</li> </ul>	<p><i>Learning Objectives</i></p> <ul style="list-style-type: none"> <li>⇒ Awareness of the importance of attachment in providing foster/kinship care.</li> <li>⇒ Awareness of stages of attachment formation.</li> <li>⇒ Awareness of Circle of Security.</li> <li>⇒ Awareness of a negative working model.</li> <li>⇒ Exploration of essential caregiver skills in creating relationships.</li> <li>⇒ Awareness of the need for clarity with parenting strategies and skills.</li> </ul>	<p><i>Learning Objectives</i></p> <ul style="list-style-type: none"> <li>⇒ Awareness of the benefits from working with a child's natural family.</li> <li>⇒ Awareness of barriers to working with a child's natural family.</li> <li>⇒ Understand skills required for meeting with natural families.</li> <li>⇒ Exploration of steps required for transference of parenting knowledge between families.</li> <li>⇒ Awareness of the Principle of Addition in foster and kinship care.</li> <li>⇒ Inclusion of a child's family and community.</li> </ul>
<p><i>Competencies</i></p> <ul style="list-style-type: none"> <li>⇒ Identify potential developmental delays.</li> <li>⇒ Identify and explore presenting behaviours potentially associated with developmental delays.</li> <li>⇒ Awareness of underlying causes for behaviour.</li> <li>⇒ Identify and discuss parenting steps used in response to developmental delays.</li> </ul>	<p><i>Competencies</i></p> <ul style="list-style-type: none"> <li>⇒ Identify presenting behaviours potentially related to attachment theory.</li> <li>⇒ Identify parenting steps in response to presenting behaviours associated with attachment trauma.</li> <li>⇒ Identify parenting steps which are consistent and predictable.</li> <li>⇒ Identify parenting first steps for establishing healthy and meaningful relationships.</li> </ul>	<p><i>Competencies</i></p> <ul style="list-style-type: none"> <li>⇒ Identify desired role for natural family engagement.</li> <li>⇒ Identify plan for parenting steps when meeting natural parents.</li> <li>⇒ Identify principle of addition in parenting approach to providing foster/kinship care.</li> </ul>

## PARENTING CONCEPTS

Throughout the training, a variety of parenting concepts are presented. Concepts are defined, and suggestions for integrating them in current parenting practice are discussed. Modules provide clarity for parenting children whom have experienced trauma.

- Principle of Addition
- Underlying Causes
- Presenting Behaviours
- Thinking Parents
- Parenting Strategies, Tools and Skills
- Geography of Support
- The Thought Spot
- Family Values
- Strengths & Challenges
- Predictable & Consistent
- Concrete & Operational



# Kinship & Foster Family Network of Manitoba Level 1 Sessions

<b>Module 4</b> <b>Misunderstanding Behaviours</b> Zoom Session 2 Hours	<b>Module 5</b> <b>Presenting Behaviours</b> Zoom Session 2 Hours	<b>Module 6</b> <b>Guiding Behaviours</b> Zoom Session 2 Hours
<p><i>Learning Objectives</i></p> <ul style="list-style-type: none"> <li>⇒ Awareness of differences involved in parenting as a temporary, complimentary care provider.</li> <li>⇒ Awareness of goals of misbehaviour.</li> <li>⇒ Awareness of behaviour markers thought to typify children in foster care.</li> <li>⇒ Awareness of presenting behaviours associated with sensory processing challenges.</li> <li>⇒ Understand challenges and complexities with identifying behaviour as misbehaviour.</li> <li>⇒ 'Miss' understanding a child's behaviour, exploring possible causes, to parent with compassion.</li> </ul>	<p><i>Learning Objectives</i></p> <ul style="list-style-type: none"> <li>⇒ Awareness of fetal alcohol spectrum disorder as a global disability.</li> <li>⇒ Awareness of impact of FASD on brain domains.</li> <li>⇒ Awareness of presenting behaviours associated with brain differences.</li> <li>⇒ Awareness of physical, emotional and sexual abuse and neglect as described in the current Child Welfare Act.</li> <li>⇒ Awareness of impact of abuse and neglect.</li> <li>⇒ Awareness of presenting behaviours associated with abuse and neglect.</li> </ul>	<p><i>Learning Objectives</i></p> <ul style="list-style-type: none"> <li>⇒ Understand impact of your parenting beliefs and values in providing kinship or foster care.</li> <li>⇒ Understand impact of parenting styles in providing kinship or foster care.</li> <li>⇒ Awareness of benefits in developing clarity with predictable and consistent parenting.</li> <li>⇒ Understand how parenting steps become strategies.</li> <li>⇒ Understand how parenting tools can assist with parenting.</li> <li>⇒ Exploration of skills which support effective parenting.</li> </ul>
<p><i>Competencies</i></p> <ul style="list-style-type: none"> <li>⇒ Recognition of underlying causes for behaviour.</li> <li>⇒ Ability to openly explore underlying causes for behaviours.</li> <li>⇒ Awareness of parenting steps which negatively impact behaviour.</li> <li>⇒ Identify beneficial parenting steps which consider underlying causes of behaviour.</li> </ul>	<p><i>Competencies</i></p> <ul style="list-style-type: none"> <li>⇒ Identify presenting behaviours potentially related to FASD (brain differences).</li> <li>⇒ Identify beneficial parenting steps in response to presenting behaviours associated with FASD (brain differences).</li> <li>⇒ Identify presenting behaviours potentially related to abuse and neglect.</li> <li>⇒ Identify beneficial parenting steps in response to presenting behaviours associated with abuse and neglect.</li> </ul>	<p><i>Competencies</i></p> <ul style="list-style-type: none"> <li>⇒ Identify personal parenting beliefs and values.</li> <li>⇒ Identify personal parenting style.</li> <li>⇒ Identify parenting steps and strategies followed in response to presenting behaviours.</li> <li>⇒ Identify parenting tools which support parenting.</li> <li>⇒ Identify parenting skills which support parenting.</li> </ul>

## PARENTING TOOLS

- Planning Calendars
- Weekly Menus
- Safety Plans
- Action Plans
- Meeting Agenda
- Daily Journals
- My Baby Milestones
- Co-Parent Teaching Plan
- Co-Parent Action Plan
- Resource Journal
- Future Planning

Teaching tools are designed to be used collaboratively by a child/adolescent with a caregiver and whenever appropriate shared with the child's family.

Both parent and child benefit from the consistent and predictable trust building pattern embedded in the tools.



# Kinship & Foster Family Network of Manitoba Level 1 Sessions



## Module 7 Teaching Life Skills Zoom Session 2 Hours

### *Learning Objectives*

- ⇒ Understand the importance of clearly presenting parenting strategies, tools and skills.
- ⇒ Clarify the particular life skills they teach child/youth in their care.
- ⇒ Awareness of time lines and when to begin teaching life skills.
- ⇒ Understand the many steps involved in teaching life skills.
- ⇒ Awareness of using the Geography of Support for assessing life skills.

### *Competencies*

- ⇒ Understand importance of adult directed support offered for child.
- ⇒ Awareness of the importance in defining clear life skills being taught and supported by parent.
- ⇒ Awareness for importance of creating collaborative plans/schedules for teaching life skills.
- ⇒ Understanding concrete and operational life skills.
- ⇒ Awareness of differing learning styles a child/youth is most comfortable learning with.
- ⇒ Awareness of recognizing presenting demonstrated skill outcomes.
- ⇒ Understand the Geography of Support for assessing demonstrated life skills.

## Module 8 Observing, Recording & Reporting Zoom Session 2 Hours

### *Learning Objectives*

- ⇒ Awareness of skills required for effective parenting observations.
- ⇒ Awareness of recording skills required for developing a history.
- ⇒ Understand effective principles for daily journaling.
- ⇒ Awareness of basic elements for creating assessments.
- ⇒ Understand basic principles involved in writing incident reports.
- ⇒ Awareness of basic recording tools which support monthly reporting.
- ⇒ Explore collaborative journaling between adult and child/youth.

### *Competencies*

- ⇒ Understand parenting skills for observing behaviours in context, assess and record valuable and factual documentation.
- ⇒ Understand the importance in developing consistent time frames for information collection.
- ⇒ Awareness of the importance of documentation skills in kinship/foster care.
- ⇒ Awareness of the benefits in using tools for documentation.
- ⇒ Awareness of the benefit in creating written plans into parenting strategies.
- ⇒ Understand benefits in writing a history of parenting provided.
- ⇒ Sharing perspectives of a child/youths journey in your home.

## Module 9 Fostering Self Care Zoom Session 2 Hours

### *Learning Objectives*

- ⇒ Awareness of the impact of providing kinship/foster care.
- ⇒ Awareness of the potential impacts of separation and loss within kinship/foster families.
- ⇒ Awareness of the states of change families can experience.
- ⇒ Understand the supports which kinship/foster parents can use to assist themselves and their family.

### *Competencies*

- ⇒ Understand importance in developing family plans, steps and strategies for potential challenges with providing care.
- ⇒ Define aspects of parent/family plans to address potential challenges.
- ⇒ Understand importance in developing support networks in response to kinship/foster isolation.
- ⇒ Awareness of available supports for kinship/foster parents from within their communities.

## MENTORSHIP SESSIONS

Mentorship sessions revisit subject matter previously covered providing opportunities for shared thoughts on parenting strategies, tools and skills.



# The Kinship & Foster Family Network of Manitoba

## Level 2 Modules

To view dates and times when Level 1 sessions are being offered go to [kffnm.ca/calendar/](http://kffnm.ca/calendar/)

This skill development series builds upon Level 1 series. The focus is on developing skills for communicating and for transferring to others the what, why, how, where, when, and who of the parenting provided.

Using the concepts of parenting strategies, parenting tools and parenting skills: participants develop an overview of the patterns they follow throughout their parenting.

A focus is on participants developing their professional competence with collaterals and the Child and Family Services team.

Continues participant on-going journey to define their Parenting Strategies, Tools & Skills which best describe the uniqueness of their parenting and their parenting best practices.

<b>Guiding Behaviours</b> 4 (2 Hours) Sessions	<b>Skills for Life</b> 4 (2 Hours) Sessions	<b>Focused Documentation</b> 4 (2 Hours) Sessions
<p><i>Learning Objectives</i></p> <ul style="list-style-type: none"> <li>⇒ Understand the importance in clearly communicating the parenting they provide.</li> <li>⇒ Understand family homes have different rhythms.</li> <li>⇒ Understand strength based and trauma informed parenting approaches.</li> <li>⇒ Understand different parenting approaches create different responses.</li> <li>⇒ Understand the importance of predictable and consistent parenting strategies.</li> <li>⇒ Awareness of importance of discipline strategy being predictable and consistent.</li> </ul>	<p><i>Learning Objectives</i></p> <ul style="list-style-type: none"> <li>⇒ Understand the importance of developing relationships.</li> <li>⇒ Understand the need for parenting tools to be adult driven and require parenting skills.</li> <li>⇒ Understand the Geography of Support for assessing demonstrated skill levels.</li> <li>⇒ Awareness of individual learning skills and different parenting approaches required.</li> <li>⇒ Understand how to create individual teaching paths.</li> </ul>	<p><i>Learning Objectives</i></p> <ul style="list-style-type: none"> <li>⇒ Understand the importance of good record keeping.</li> <li>⇒ Awareness of the 'Best Practices' for daily journaling and monthly reports.</li> <li>⇒ Understand focused documentation can provide detailed social histories, identify behavior patterns and strengthen working relationships for Kinship/ Foster families.</li> <li>⇒ Learning to enhance relationships through the exchange of information.</li> <li>⇒ Understanding of importance of documentation for Allegations, Alternative Dispute Resolution (ADR), and the Appeal Process.</li> </ul>
<p><i>Competencies</i></p> <ul style="list-style-type: none"> <li>⇒ Identify therapeutic benefit in their parenting values, styles, approach, and rhythm.</li> <li>⇒ Identify possible underlying causes to presenting behaviours.</li> <li>⇒ Identify their parenting response to presenting behaviours.</li> <li>⇒ Identify predictable and consistent strategies used in their parenting.</li> <li>⇒ Identify particular discipline strategy used in their parenting.</li> </ul>	<p><i>Competencies</i></p> <ul style="list-style-type: none"> <li>⇒ Identify their parenting approach for relationship development.</li> <li>⇒ Identify their parenting pattern for teaching child/ youth skills.</li> <li>⇒ Identify age appropriateness for teaching particular life skills.</li> <li>⇒ Identify learning styles for child/youth in their home.</li> <li>⇒ Identify their parenting steps for measuring outcomes.</li> </ul>	<p><i>Competencies</i></p> <ul style="list-style-type: none"> <li>⇒ Ability to establish an effective recording system which honours a child's journey while maintaining an accurate record.</li> <li>⇒ Ability to submit accurate and credible documentation.</li> <li>⇒ Ability to write an appeal request or prepare for a meeting with an adjudicator.</li> <li>⇒ Awareness of the various steps and timelines associated with allegations, appeals, and Alternative Dispute Resolution.</li> <li>⇒ Ability to write and submit accurate and timely documents which include parenting plans for change and behaviour management.</li> </ul>

# The Kinship & Foster Family Network of Manitoba Level 2 Modules



## Fostering Family Connections 4 (2 Hours) Sessions

### *Learning Objectives*

- ⇒ Understand fundamental principles for providing care in Manitoba.
- ⇒ Awareness of causes behind a child entering care.
- ⇒ Understand the importance in first connections with the natural family
- ⇒ Awareness of dynamics involved in co-parenting relationships.
- ⇒ Understand value in preparing for natural family times.
- ⇒ Understand basics and structure for parent to parent journaling.
- ⇒ Understand the importance in using planning tools for natural family interaction.

### *Competencies*

- ⇒ Identify steps for connecting and working with child's natural family.
- ⇒ Define particular co-parenting teaching pattern.
- ⇒ Identify steps for supporting and teaching parenting from both families perspective.
- ⇒ Identify parenting approach modeled and taught from both families perspective.
- ⇒ Identify transferable parenting strategies, tools, and skills learnt from both families.

## Writing Your Milieu 4 (2 Hours) Sessions

### *Learning Objectives*

- ⇒ Understand the therapeutic value within the parenting wisdom of a strong and healthy foster or kinship home.
- ⇒ Understand the benefit in developing their foster or kinship parenting wisdom into written form.
- ⇒ Consolidate their own unique description of the parenting they provide as developed through level 1 and level 2 participant workbooks.
- ⇒ Create a written framework which best creates a clear presentation of the parenting they provide.
- ⇒ Create a written work which defines the parenting strengths and challenges of their foster or kinship care.

### *Competencies*

- ⇒ Participants share their milieu draft amongst the working group for 'Peer Review'.
- ⇒ Indicate ability to adapt parenting best practices which keep current with providing best practices evolving needs of children and families.

**Participants must have completed all level 1&2 sessions to enroll.**

Throughout Level 2 training a variety of parenting books are provided.

The books are designed to be completed cooperatively by child/adolescent and parent.

The development of relationship skills involved are explored at a deeper level in Level 2 sessions.

## **KFFNM Skill Development Books**

Preparing for Adult Life  
Seeking Employment  
School Restart  
Co-Parenting Guide  
Tools for Teaching Financial Skills  
Parent Discovery  
Writing Your Parenting Milieu  
Mom & Babe Parenting Milieu



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