



The Kinship & Foster Family
Network of Manitoba

FOSTERING CONNECTIONS

The Kinship & Foster Family Network of Manitoba

**Winter
Training Synopsis
2021**

Zoom Sessions

Introduction to Kinship & Foster Care

Skill Development Levels 1& 2

Information Sessions

Focused Forums

To register for training please contact:
The Kinship & Foster Family Network of Manitoba

1-204-940-1280

Email: manfost@kffnm.ca

**K.F.F.N.M. is funded by
the Provincial Government of Manitoba Department of Families**

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

Website: kffnm.ca/calendar/

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

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2020.12.15



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 Educational Service Synopsis

Zoom Sessions

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

During the Covid-19 pandemic KFFNM is providing all the educational, support and training resources which we normally provide 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

These additional sessions are included in **Level 1** training, they follow sessions 3, 6 & 9 in Level 1.

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 their connection with others.

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.

**Kinship and Foster educational material
is proudly developed in the province of Manitoba through K.F.F.N.M.**

Updates reflect the input received from participants and CFS agencies.

KINSHIP AND FOSTER CARE SKILL DEVELOPMENT



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

Training Blocks (2021)

Winter schedule	January to March
Spring schedule	April to June
Fall schedule	September to December

K.F.F.N.M. training is focused upon developing expertise 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 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.

The Kinship & Foster Family Network of Manitoba 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.

Importance of Kinship/Foster Parent Community Trainers

Providing kinship and foster care for a Child and Family Services agency requires unique skill sets. Developing the unique skill sets is an outcome of a history of providing kinship or foster care. K.F.F.N.M. offers facilitator training for kinship and foster parents to enhance their skill sets through becoming co-trainers within our network.



The Kinship & Foster Family Network of Manitoba

Level 1 Sessions

Level 1 training series is comprised of 9 topic sessions and 3 mentorship sessions for a total of 24 hours.

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

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

PARENTING CONCEPTS

- 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



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

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

Session 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 a parenting plan/schedule 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.

Session 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.

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.

Session 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

Following session 3, 6, 9 mentorship sessions revisit subject matter previously covered providing opportunities for shared thoughts on parenting strategies, tools and skills.

Mentorship sessions are mandatory for full completion of Level 1 training

The Kinship & Foster Family Network of Manitoba

Level 2 Sessions



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 use within their parenting.

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

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

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



The Kinship & Foster Family Network of Manitoba

Level 2 Sessions

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.
- ⇒ Identify parenting approach modeled and taught.
- ⇒ Identify transferable parenting strategies, tools, and skills taught.

Caring through Trauma

4 (2 Hours) Sessions

Learning Objectives

- ⇒ Explore feelings of grief experienced through loss.
- ⇒ Awareness of the impact of stress.
- ⇒ Understand what trauma looks like, causes, impacts and responses.
- ⇒ Understand what vicarious trauma is and possible impacts.
- ⇒ Explore steps for wellbeing for self and family.
- ⇒ Understand the impact of change which is felt by everyone.

Competencies

- ⇒ Identify perceived personal and family stress level.
- ⇒ Identify supportive relationships.
- ⇒ Identify parenting steps for family and self regulation.
- ⇒ Identify steps for creating and maintaining well being.
- ⇒ Strategies for enhancing strengths and minimizing challenges.

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.

PARENTING BOOKS

Preparing for Adult Life

Seeking Employment

School Restart

Co-Parenting Guide

Tools for Teaching Financial Skills

Mom & Babe

Parent Discovery

Throughout both levels of trainings, participants are encouraged to consider and create their own unique description of the parenting they provide.

Participant workbooks identify areas for consideration and exploration in compiling their unique kinship/foster care **Parenting Milieu**.

Writing Your Milieu

- ⇒ Understand the therapeutic value within the parenting wisdom of a strong and healthy foster or kinship home.
- ⇒ Understand the benefit in developing foster or kinship parenting wisdom into written form.
- ⇒ Create a written framework which best creates a clear presentation of the parenting
- ⇒ Create a written work which defines the parenting strengths of your foster or kinship home.
- ⇒ Participants share their milieu draft amongst the working group for 'Peer Review'.
- ⇒ Indicates change and evolved parenting which keep current with providing kinship/foster care.

Skill Development Levels Training Scheduling



Register as early as possible to avoid missing the training sessions of your choice.

In order to receive workbooks prior to training date registration must be confirmed 10 days before training commences.

2021 Winter Training Zoom Session Times		
Session Times	Morning	9:30 a.m. to 11:30 a.m.
	Afternoon	1:00 p.m. to 3:00 p.m.

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>	

Level 1 Zoom 2021 Winter Sessions 12 sessions (2 hours per session) (24 Hours to complete)

6 Week schedule	Tuesday & Wednesday Afternoons 2 sessions per week
Start Date: Tuesday February 2, 2021	

6 Week schedule	Thursday Mornings & Afternoons 2 Session per day
Start Date: Thursday February 4, 2021	

Level 2 Zoom Winter Sessions 4 modules(4 hour sessions per module)

Weekday schedule	Tuesday & Wednesday Mornings 2 sessions per week 2 consecutive weeks	
Advanced Guiding Behaviours	Start Date:	Tuesday February 2
Skills for Life	Start Date:	Tuesday February 16
Advanced Focused Documentation	Start Date:	Tuesday March 2
Fostering Family Connections	Start Date:	Tuesday March 16

Weekend Schedule	Saturday Mornings & Afternoons 2 per sessions 2 Saturdays per month	
Advanced Guiding Behaviours	Start Date:	Saturday February 6
Skills for Life	Start Date:	Saturday March 6

Please check kffnm.ca/calendar/ for full schedules

To view where we are currently offering Forums please view our website.
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Introduction to Kinship/Foster Care Training Scheduling

Session information provides 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 as partners within the Child and Family system.

- Covers care expectations and legislation to kinship or foster care.
- Historical impacts on Indigenous people of Manitoba is discussed to assist with understanding responsibilities in providing 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.
- Awareness of multigenerational trauma and the connection to the percentage of Indigenous children in care.
- Session provides prospective kinship/foster parents with information to make an informed decision about fostering.
- Information on the licensing process.

Session schedule	Thursday 6:00 p.m.— 9:00 p.m.
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Session Date	February 4, 2021
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Session Date	March 4, 2021
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Session schedule	Saturday 9:00 a.m.— 12:00 noon
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Session Date	Saturday February 6, 2021
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Session Date	Saturday March 6, 2021
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Focused Forums Scheduling

Each year, our organization invites Manitoba's kinship and foster parents to participate in a community forum.

- These forums 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 the relevant topics.
- Forums are held in different regions of Manitoba.
- 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.
- Such recommendations, from the collective wisdom of kinship and foster parents, can assist in the development of best practices for Child Welfare in Manitoba.

Session schedule	Saturday 9:00 a.m.— 12:00 noon and 1:00 p.m. — 3:00 p.m.
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Session	To be announced
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Previous Forums

2018-2019	Placement Transitions for Children in Care
2019-2020	Fostering Reconciliation

To view where we are currently offering Forums please view our website.

Website: kffnm.ca/calendar/

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Information sessions involve both an information session and a Best Practices session.

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.
- Participants discuss strategies for working as effective and valuable team members within the CFS system.
- Best practice considerations for kinship and foster parent's roles, responsibilities and rights are explored.

Session schedule	Presentation	Best Practices
Session Dates	Tuesday February 2 1:00 p.m.—3:00 p.m.	Currently under construction
Session Date	Tuesday March 3 1:00 p.m.—3:00 p.m.	
Session Date	April 3 1:00 p.m.—3:00 p.m.	

Understanding the Appeal Process for Child Removal

- This information session outlines the detailed process and time lines for the removal of a child from kinship or foster care as set out in legislation.
- Information is provided on the expectations of agencies to investigate allegations and to facilitate an appeal process for kinship and foster parents. Specific time frames set out in legislation are identified.
- Kinship and foster care best practices are discussed and explored.

Session schedule	Presentation	Best Practices
Session Dates	Tuesday February 9 1:00 p.m.—3:00 p.m.	Tuesday February 16 1:00 p.m.—3:00 p.m.
Session Date	Tuesday March 10 1:00 p.m.—3:00 p.m.	Tuesday March 17 1:00 p.m.—3:00 p.m.

Fostering Reconciliation through Kinship/Foster care

- This information is guided by the 94 Calls to Action of the Truth and Reconciliation Commission.
- Provides awareness of multigenerational 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 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 for action toward Reconciliation.

Session schedule	Presentation	Best Practices
Session Dates	Tuesday February 23 1:00 p.m.—3:00 p.m.	Currently under construction
Session Date	Tuesday March 24 1:00 p.m.—3:00 p.m.	

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