Family Development Specialist Certification Training

Agenda

**DAY 1 (8:30 – 10, 10:15 – 12, 1 – 2:30, 2:45 – 4:00; lunch 12 – 1)**

**Unit One: Theory--Defining the Work of Family Development**
- Family Systems
- Thinking Systems
- Linear Vs. Circular Thinking or Sequence Rather than Lines
- Family Organization
- Multiple Realities

**Unit Two: Philosophy--Partnering Not Rescuing**
- Empowerment Perspective
- Cultural Competence and Empowerment
- The Assisting Relationship
- The Structure or Stages of Assistance
- The Rescue Triangle
- How to Stay Out of the Rescue Role
- Confidentiality
- The Principles of Family Development

**DAY 2 (8:30 – 10, 10:15 – 12, 1 – 2:30, 2:45 – 4:00; lunch 12 – 1)**

**Unit Three: Beginning the Assisting Relationship**
- Joining
- Choosing a Site for Family-Worker Meetings
- Relationship Building Skills
- The Joining Process and Culture
- Introduction to Diversity in the Family System
- The Nature of Poverty
- Cultural Competence
- Use of Self
- Cross-Cultural Communication
- Non-Verbal Communication
- Organizational Cultural Competence
- Issues of Service Delivery to People of Color
- Improving Service Delivery to People of Color
DAY 3 (8:30 – 10, 10:15 – 12, 1 – 2:30, 2:45 – 4:00; lunch 12 – 1)

Unit Four: Interviewing Skills
- Empathy Skills
- Feeling Word Vocabulary
- Clarification
- Challenging

Unit Five: Family Assessment Skills
- Family Assessment Tools
- Discovering Family Strengths
- Relabeling
- Maslow’s Hierarchy of Needs
- The Ecomap
- The Genogram
- Using the Genogram in Family Assessment
- Time Line

DAY 4 (8:30 – 10, 10:15 – 12, 1 – 2:30, 2:45 – 4:00; lunch 12 – 1)

Unit Six: Goal Setting and Case Planning Skills
- Solution-Focused Interview Skills
- Case Planning Rather than Problem Solving
- Goal Setting
- Plan Implementation: Referrals and Coordinating Services
- Working with Providers/Coordinating Services

Day 5 (8:30 – 10, 10:15 – 12, 1 – 2:30, 2:45 – 4:00; lunch 12 – 1)

Unit Seven: Family Support Strategies
- Overview of Family Functioning
- Patterns of Over- and Under-Accommodation (Relationship Dependence)
- Family Roles & Role Rigidity
- Depression & Suicide
- Substance Use & Abuse
- Domestic Violence, Power & Control, Family Violence (Child Abuse and Neglect)
- Overcoming Denial
- Making Referrals

Day 6 (8:30 – 10, 10:15 – 12, 1 – 2:30, 2:45 – 4:00; lunch 12 – 1)

Unit Eight: Group Work
- Empowering Families Through Groups
- Planning a Group
- Building Group Cohesion
- Managing Conflict
- Mutual Gain (Win-Win) Method of Conflict Resolution
- Patterns of Cultural Differences Important to Resolving Conflict

Day 7 (8:30 – 10, 10:15 – 12, 1 – 2:30, 2:45 – 4:00; lunch 12 – 1)

Unit Nine: Community Advocacy and Community Development
- Community Advocacy and Community Planning
- Principles of Community Development
- Making Brief Presentations
Day 8 (8:30 – 10, 10:15 – 12, 1 – 2:30, 2:45 – 4:00; lunch 12 – 1)

Unit Ten: Nurturing and Closure

◆ We Learn to Parent From Our Parents
◆ Stresses of Parenting
◆ Basic Child Development & Age-Appropriateness
◆ The Process of Building Self-Esteem
◆ Termination
◆ Nurturing, Professional Development and Self-Care