about the conference

Engagement is defined as collaboration, partnership, inclusion, involvement, and cooperation.

Are you eager to reach beyond your jurisdiction's boundaries?

Are you ready to learn and share knowledge, strategies, solutions, and innovations that impact child welfare and human service systems?

Then this is an event that you don’t want to miss! The Kempe Center’s International Conference on Innovations in Family Engagement will ready you to develop your organizational capacity, cultivate leadership for change management, and equip you with ideas, insights, trends, and best practices to forward your agency’s mission in new ways.

Meaningful Engagement

Engagement is an inherently complex topic. It is defined as collaboration, partnership, inclusion, involvement, and cooperation. But what does it really mean and how do you know when it is happening meaningfully and effectively? What we know for sure is this... safety, permanency, and well-being cannot be effectively achieved, without meaningfully engaging with the children, youth, and families involved with human service systems. The engagement process begins with the first “hello”, knock on the door, or telephone call, and it must continue throughout the entire relationship between service providers and families. It must extend far beyond engaging with the parent or caregiver, child and youth, extended family and the family’s community and informal networks.

Improving Outcomes

For decades, public human service agencies, community-based organizations, and other institutions have implemented numerous family engagement strategies, system reforms, and decision-making models as a way to provide inclusive and culturally responsive processes with families. The basic belief is that outcomes improve when service providers productively and positively engage with the family group in matters that directly or indirectly involve them. This construct holds true across many systems including child welfare, juvenile justice, aging and adult protection, education, and mental health.
An Invigorating Learning Platform Since 1997

We have delivered the Conference on Family Group Decision Making (FGDM) and Family Engagement annually since 1997 and it has served as an invigorating learning platform for thousands, who are implementing family meeting structures and engagement processes around the globe. In 2005, our team launched the Differential Response Conference, again attracting a global audience of innovators committed to restructuring and revamping Child Protection Systems (CPS) through the implementation of differential response. Over time, we revealed the need for the topics, audiences, and interests of these two conferences to converge and we merged them in 2015 into the International Conference on Innovations in Family Engagement.

Interplay Between Family Finding and Family Engagement

Human service systems use multiple formal engagement mechanisms and various forms of family meetings. Such models as family group conferences, family team meetings, team decision meetings, family team conferences, child permanency mediation, child and family teams, family decision meetings, restorative conferences, family safety planning meetings, wraparound services, and family team decision making are some commonly used family engagement strategies. The common thread woven throughout all of these approaches is that none of them are possible without finding and engaging with the family. With this in mind, we advocate for the interplay between family finding and family engagement at this conference.

Opportunities to Advance Family Engagement Practices and Reform Strategies

With the implementation of differential response, the front-end of CPS systems was restructured and at least two different pathways to respond to child abuse and neglect reports, was created. With this change came an increased emphasis on engaging with caregivers, children, youth and their family networks during the assessment phase. Various family engagement strategies and techniques, including some form of family meetings are now consistently being embedded into child welfare practices throughout the intake stages of involvement. This is only the beginning. Many formal and informal opportunities to advance family engagement practices remain untapped and under-utilized.

We advocate for the interplay between family finding and family engagement.
With this conference, we will identify and showcase practices, policies, procedures and protocols that lead to best-practice implementation, advocacy and research that elevate these values:

1 : FAMILIES AND THE DECISION-MAKING PROCESS
At a minimum, family groups need to be included in decision-making processes. To the extent possible, formal systems should strive to implement processes whereby family groups lead decision-making.

2 : FAMILIES AS EXPERTS ON THEIR OWN LIVES

3 : FAMILY ENGAGEMENT IS A COLLABORATIVE PROCESS
Engaging with families is a collaborative process that brings together the extended family system and their natural supports with formal systems and community partners.

4 : FORMAL AND INFORMAL RESOURCES AND SUPPORTS
Child welfare and allied systems are more successful when they combine agency and community resources with informal resources and supports.

5 : GREATER CHILD SAFETY AND WELL-BEING
Through partnership and engagement with the family and their support systems, greater child safety and well-being is possible.
session themes

PRACTICE
Focus on what participants need to know, do, or feel to forward a change in themselves, their team or agency, or their community, in serving families through direct practice.

WORKFORCE DEVELOPMENT
Focus on what is needed to develop and sustain a robust and thriving workforce with healthy organizational culture and climate that supports family engagement practices.

RESEARCH AND EVALUATION
Share findings from research and evaluation efforts that can inform the implementation and sustainability of family engagement practices, processes, policies, and system reforms. Support the knowledge gain of evidence so that evidence-based, evidence-informed, emerging and innovative models, practices, and strategies are embedded into the work with children and families.

SYSTEM INFRASTRUCTURE
Focus on aligning systems with family engagement principles requires attention to infrastructure, policies, implementation, partnerships, and collaboration.
Leadership Matters: Implementing and Sustaining Family Engagement Work in Child Welfare Organizations

Anita Horner, Kempe Center for the Prevention and Treatment of Child Abuse & Neglect, Denver, CO; and Marilee Sherry, MSW, RSW, Brant Family and Children’s Services, Brantford, Ontario, Canada

Many child welfare agencies all around the world are finding ways to include children/youth and their families in making plans and decisions for that child/youth’s safety, permanency, and well-being. This revolutionary work is being done within a child welfare paradigm in most of North America that stresses an expert-driven model rooted in accountability for carrying out the legal mandate to protect children, and the belief that safety is created through separating the child/youth from the family who caused the harm. What is the role of the leaders in the organization to navigate the implementation and sustainability of family engagement work within the organization? How do the leaders support a flexible approach to family engagement that may include many different models of decision making and family involvement? What is the link between how leadership supports staff and how staff support the children/youth and families they are serving? Bring your questions and conundrums. Together we will explore and untangle them!

Family Driven and Child Safety Focused: Facilitator Skills

Renaux Swancutt, MSW, LSW, Family Service Rochester, Rochester, MN

When do we get a chance to slow down practice and focus on the micro-skills a facilitator uses in family meetings? Not only general facilitation techniques, but specific techniques that help ensure meetings are as family-driven as possible? And techniques utilized in preparation and facilitation that help meetings to remain focused on remedying the situation that brought the agency into a family’s life (i.e. safety focused)? This interactive session will explore the role of the facilitator and take attendees on a step-by-step analysis of the nuances of the process, impartiality, ways facilitators can get family to the table, and facilitation techniques to ensure families are engaged and heard at family meetings. As well as exploring how facilitators can assist in keeping meetings safety focused. Facilitators will leave proud of the skills they already utilize and excited to try something new or different. Be prepared for a day of interactive discussion, practice, and joint learning by all.

The Science of Happiness: Building Positive Work Culture and Retaining Staff

Dan Comer, MA, Kempe Center for the Prevention and Treatment of Child Abuse & Neglect, Denver, CO

Child welfare work is perhaps the most stressful, and the most important job there is. It is no surprise that burnout and turnover rates are so high. This workshop uses the proven science of happiness to show how we can increase employee happiness, optimism, engagement, and resiliency. This workshop works intra-personally at the individual level, and interpersonally at the social, team, and leadership levels. You will first experience building individual habit action plans, and then examine team-based work routines in order to create plans to elevate positive social scripts and transform the culture within any organization. Be prepared to experience joy, calm, focus, and energy, and leave with a plan to incorporate these feelings into your everyday life, and that of your organization.
**Leading the Implementation of Differential Response**  
*(For Colorado Residents Only)*

Facilitated by Eric Fenner, Casey Family Programs, Seattle, WA

If you are a Colorado County Director, Associate Director of Child Welfare, or a community partner of the child welfare agency, we invite you to join a conversation with Eric Fenner, Managing Director of Strategic Consulting at Casey Family Programs around implementing differential response in child welfare systems and engaging partners in this system change. Eric was the Executive Director of Franklin County Children's Services in Columbus, Ohio, where his focus on innovative solutions such as family engagement and alternative response, resulted in a significant reduction of the number of children in foster care. Whether you are a Colorado child welfare leader in one of the first counties that implemented DR in 2010, have implemented it in one of the other phases, or are yet to implement DR, this session is for you. This skills institute is intended to be an informal dialogue amongst Colorado child welfare leaders and Eric providing an opportunity for in-depth discussion. Please bring your experiences, questions, challenges, and success strategies to the group, for barrier busting and support building.

**Session Track: Systems**

**Session Type: Learning Circle**

**Differential Response 101**

*4:30-6:00*

Ida Drury, MSW, Kempe Center for the Prevention and Treatment of Child Abuse & Neglect, Denver, CO

This session provides a brief introduction to differential response, including terminology, differences in models, and evaluation efforts. If you are new to differential response, would like a refresher, or are interested in a national perspective, this is a great starting point for the conference.
When We Know Better, We Change the Story!!

Corey Best

Corey B. Best is, first, a dedicated father. He is originally from Washington, DC and now resides in Florida. This is where Corey began his transformation into leadership training, systems building, family engagement, race equity, promoting protective factors, social equality, and highlighting “good enough parenting” for those impacted by the child welfare system.

Mr. Best is commonly known as leader and skilled facilitator that brings a combination of lived and professional experience as he organizes for child welfare and human service systems improvements. His innovative style and approach has led him to receive the 2016 Casey Family Programs Excellence for Children’s Award. Most recently, he has been appointed to a board position with Alia Innovations and is an integral part of the growth and innovation committee. This work has allowed Corey to take leadership the next level. His perspective is that a leader must have a set a values and behaviors that embrace diversity, shared power, and social contribution to see lasting changes in our child welfare system.

Through his involvement with re-building systems that are responsive to family engagement and optimal child and family development, Corey is certified in the National Alliance of Children’s Trust and Prevention Fund’s Bringing the Protective Factors to Life in Your Work, various trauma-informed modalities, and hosting Community Café conversations. He has also served as a Technical Assistance Consultant for Georgetown University’s Adaptive Leadership team with a focus on social equality, organization change, family engagement and exploring Mental Models. In short, Corey’s mission is to positively impact the lives of children, families, and communities through safe and equitable relationships.

Turning the tide: Using evidence based strategies to strengthen the child welfare workforce

Stephanie Weddington, M.A., Workforce Specialist, QIC-WD and Maggie Thompson, M.S., Workforce Specialist, QIC-WD, University of Nebraska-Lincoln, Lincoln, NE; Anita Barbee, PhD, and Becky Antle, PhD, University of Louisville, Louisville, KY; and John Fluke, PhD, Kempe Center at the University of Colorado School of Medicine, Denver, CO

Public child welfare agencies continually grapple with how to address issues of staff recruitment and retention. Although many strategies exist to tackle these issues, the level of evidence around their effectiveness is not always clear. To help address this knowledge gap, the Quality Improvement Center for Workforce Development (QIC-WD) has partnered with eight child welfare agencies across the U.S. to implement and test practical workforce strategies. Join us in this informative, multidisciplinary session to learn about: the interventions the QIC-WD agencies will be implementing and testing, the questions and data that were most instrumental during the needs assessment phase for planning the interventions, the importance of implementation science when installing a workforce strategy, and the research designs that will be used to evaluate the effectiveness of the interventions. Audience members will have opportunities to ask questions and reflect on processes to bring back to their agencies throughout the session.
Greater Than the Sum of its Parts: Utilizing FGDM Throughout the Life of the Case

Anna Rockhill, MPP, Portland State University, Portland, OR; and Lisa Merkl-Holguin, MSW, Kempe Center for the Prevention and Treatment of Child Abuse & Neglect, Denver, CO

This workshop will engage participants in consideration of the benefits and challenges of utilizing FGDM throughout the life of a family’s child welfare case. Information gleaned from Oregon’s model of repeated meetings will be shared as a framework for discussion. Findings will focus on three concepts including ‘the team,’ ‘multiple meetings,’ and ‘continuity over time,’ as well as lessons learned regarding implementation of a repeated meeting model. This workshop will be highly participatory: participants will engage in peer-to-peer and small group discussions as well as reflective learning and will be invited to do initial planning regarding the potential for implementing a similar model in their local jurisdictions. As a result, participants will enhance their knowledge of the potential impact of repeated family meetings as well as their understanding of its component practices.

Session Track: Practice
Session Type: Learning Circle

Evaluating Prevention in Colorado - Findings from Colorado Community Response

Heather Allan, MSW, and Dustin Currie, MPH, Kempe Center for the Prevention and Treatment of Child Abuse & Neglect, Denver, CO; and Marc Winokur, PhD, Colorado State University, Social Work Research Center, Fort Collins, CO

This session will present findings and lessons learned from the Colorado Community Response (CCR) pilot. CCR is a voluntary program currently operating in over 20 Colorado counties serving families that have been screened out or who have received a closed assessment with no services provided from child welfare. The goal of CCR is to address the link between poverty and maltreatment by connecting families to vital economic supports and financial decision-making tools through family-driven goal setting and provision of concrete services and community referrals. Comprehensive results from the evaluation, which utilized a propensity score match design, will be presented, including results from the protective factors survey and Colorado Family Support Assessment (CFSA), as well as child welfare re-involvement findings. Additionally, lessons learned regarding evaluating a community-based, multi-site, prevention program will be shared.

Session Track: Research/Evaluation
Session Type: Workshop

Walking the Talk: Lessons Learned in Engaging Winnebago Families and the Tribal Community

Chiara Cournoyer, MA, and Candace Payer, BSW, Winnebago Tribe of Nebraska, Winnebago, NE; Connie BearKing, National Quality Improvement Center on Adoption and Guardianship Support and Preservation, Southfield, MI; Dr. Rowena Fong, EdD, University of Texas at Austin, Austin, TX; and Dondineita Fleary Simmons, MSW, National Quality Improvement Center on Adoption and Guardianship Support and Preservation, Southfield, MI

This session is about the process of engaging the Winnebago Tribal Community and the families identified as meeting the criteria for Family Group Decision Making in a Family Group Conference. First, the National Quality Improvement Center on Adoption and Guardianship Support and Preservation’s (QIC-AG) outreach process was modified to encourage participation by tribes. Second, there were process enhancements used to engage elders, community members, and providers in determining the intervention and adapting it from the Maori model to reflect the Winnebago people. Finally, there was more time and effort necessary to engage families than had been anticipated; this included the need to develop sufficient trust to support family engagement. The process of engaging the Tribe and its families yielded many practice implications for replicating this model in a similar setting. All of these "lessons learned" will be shared during this session.

Session Track: Practice
Session Type: Workshop

Let’s Practice Building Cultural Safety

Claudia Smith Kearney, MBA, NC State University, Center for Family and Community Engagement, Raleigh, NC

Cross-Cultural Conversations should be a celebrated learning of differences. However, what happens when those conversations become passionate, emotional, not-so-pleasant cultural clashes? In this interactive training, participants will examine personal awareness, biases, and assumptions that can unknowingly create barriers to having courageous conversations. Participants will gain shared knowledge and skills on how to build Cultural Safety as a critical first step in not only developing best practices with diverse families, but also in creating an inclusive and supportive environment in which to have cross-cultural conversations.

Session Track: Practice
Session Type: Workshop
Implementing Trauma-Responsive Family Engagement in a Juvenile Justice Organization

Elisa Hicks, MSW, and Tammy Schneiderman, M.Ed., Ed.S., LPC, Colorado Division of Youth Services, Denver, CO

This session will discuss several aspects of shifting the culture of a large juvenile justice organization to a true trauma-responsive framework, and how this shift impacts the work facilitated with both youth and families. We will be discussing practical tools for engaging families in a trauma-responsive manner, being sensitive to culture and individual family dynamics, as well as the individual needs of the population served in a juvenile justice setting. Some examples will include SELF problem-solving processes, and the development and implementation of a Family Partner Network to expand social capital for families from a 2Gen perspective. This culture shift has required unique and experiential change management techniques to ensure effective implementation and adherence to best practice.

Strengthened Connections for Kids through Public Private Partnerships: Family Finding and FGDM Strategies for Engagement

Shannon Deinhart, MSSA, LISW-S, Kinnect, Cleveland, OH; Samantha Shafer, LISW-S, Integrated Services for Behavioral Health, Lancaster, OH; and Kristi Burr, MA, Deputy Director of Protective Services, Fairfield County Job & Family Services, Lancaster, OH

This workshop is will share how a public-private partnership utilized family finding and FGDM as engagement strategies for strengthening connections for youth involved in child protection. The engagement strategies moved youth from foster care back to family or were used to strengthen supports for kinship families caring for their youth. The facilitators bring a harm reduction model of practice to the meetings and this has proven effective with families challenged with opiate addiction, mental health, and poverty issues. Having more than a year of implementation of family finding and FGDM we have learned how much families appreciate child protection being more inclusive and engaging. The workshop will describe the creative way the child protection agency shifted its service delivery model to be more family inclusive in partnership with a private agency. We will also discuss how the facilitators supported the child protection team in managing the differential power dynamic inherent in child welfare.

Coaching Intelligent Teams

Lauren Morley Hutto, MSW, LSW, CPCC, ACC and Michelle Howard, M.S.; Kempe Center for the Prevention and Treatment of Child Abuse & Neglect, Denver, CO

Ready to take your team leadership or coaching to the next level? This interactive workshop will expose you to the concept of relationship systems intelligence. Each system has its own unique identity, voice, and culture. As a leader, you will optimize the power, influence, and performance of your team when you can learn how to connect with and leverage the intelligence, creativity, and gifts of your team. You will leave this learning experience empowered to see, hear, and leverage the intelligence and creativity of teams in a whole new way! With a new lens through which you see your team, you will position yourself and your team to have an even greater impact on the workforce or the children, youth, and families they serve.

Revive. Relax. Recharge! EXPERIENCE Resilience Alliance Live

Jennifer Lewis, M.Ed., Joanne Murphy, BA, and Joan Langer, BA, all Larimer County Human Services, Fort Collins, CO

Take time for YOU in this fully immersive group experience. Facilitators will guide participants through a sample Resilience Alliance (RA) session. The time will begin with a brief overview of the RA program that has been running in Larimer County for 5 years with successful outcomes. Then enjoy the fun, relaxing psycho-educational training as you are lead through activities (like mindful meditation and gratitude work), as well as sample RA topics and discussion (such as optimism and positive re-framing). Participants will leave this experience refreshed and inspired.
**Innovating Child Welfare Systems to Build Equity and Social Change**

*Kike Ojo, Founder / CEO, The Kojo Institute*

Kike Ojo is a speaker, facilitator, strategist, and advocate for social justice and systems change. Kike works to help organizations and systems achieve equitable outcomes for their staff and clients through the frameworks of anti-racism, anti-Black racism, anti-oppression, and diversity & inclusion. Kike works with a variety of sectors including justice, health/mental health, child welfare, and education. Kike is responsible for leading One Vision One Voice, Changing the Child Welfare System for African Canadians, an Ontario-wide project funded by the Ministry of Children and Youth Services, to address the over-representation of African Canadian children and families.

Kike’s work and volunteer efforts earned her the Lincoln M. Alexander Community Award for extraordinary leadership in eliminating racial discrimination in Ontario in 2000, as well as several other awards and recognitions.

Kike’s formal education includes a Bachelor of Arts in Sociology with a minor in International Justice and Human Rights from McMaster University, a Master of Arts in Sociology and Equity Studies in Education from OISE/ University of Toronto, and a Bachelor of Education also from the University of Toronto. Additionally, Kike is an alternative dispute resolution mediator, certified by the University of Windsor.

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**Boys on Boxes Part 1: Going Deeper to Achieve Race Equity and Social Change**

*Kike Ojo, MA, BEd, BA, The Kojo Institute, Toronto, Ontario, Canada*

(Two-part session; first half). Many social service and child welfare agencies and practitioners have committed to making the lives of marginalized people better. However, despite best efforts, most of the poor outcomes faced by marginalized people have remained the same. Using the Boys on Boxes illustration traditionally used to explain the difference between equality and equity, this workshop goes deeper to help participants understand how social inequities and oppressive narratives about groups get produced and reproduced, as well as the process by which internalized inferiority and internalized superiority occur. The workshop will challenge participants to see how and why current approaches to equity have been unsuccessful in changing outcomes for marginalized people, and provide an opportunity for participants to define new pathways, turning the participants’ attention away from individual pathology and blame, to a systemic and structural approach that acknowledges that the system is not neutral.

**Session Track: Practice**

**Session Type: Workshop**
Looking Deeper: Tools and Concepts to Achieve Greater Insight and Intervention

Michelle R. Dossey, MSW, Arapahoe County Department of Human Services, Aurora, CO

This session will describe lessons learned from one local county's internal reviews of child fatalities, near fatalities, and egregious harm cases. The goal is to help child welfare professionals learn to gather an accurate picture of child welfare involvement history in order to better prepare for and inform the assessment/case, and to deepen the understanding of how history should impact our interventions. We will discuss well-known risk factors and predictive indicators and spend time encouraging less incident-focused assessments. This session will teach child welfare professionals the importance of spending more time clinically assessing the root causes of abuse and neglect and clarifying contributing factors, patterns, and themes with the ultimate goal of breaking the cycle of abuse and neglect and preventing maltreatment recurrence.

Session Track: Practice
Session Type: Workshop

Dismantling the Power of Dominate Narrative in Neglect Assessments

Missy Berglund, BA, and Carole Wilcox, MSW, LSW, Butler Institute for Families, Denver, CO

Chimamanda Ngozi Adichie said, “Power is the ability not just to tell the story of another person, but to make it the definitive story of that person.” Being entrenched in our own experiences, beliefs, biases coupled with the systemic power of child welfare, individual workers have a direct impact on family outcomes. As such, workers have the responsibility to reduce disparate outcomes for families and children. One path is through refuting the dominate narrative. Join this lively and dynamic conversation as we learn what is meant by the dominant narrative and explore its impact on our assessment of neglect. We will identify strategies to dismantle our own inclination to impose a dominate narrative on the families we serve.

Session Track: Practice
Session Type: Workshop

Nothing About Us Without Us? Examining Child and Youth Involvement in FGC

Lisa Merkel-Holguin, MSW, Heather Allan, MSW and Ida Drury, MSW, Kempe Center for the Prevention and Treatment of Child Abuse & Neglect, Denver, CO; and Laura Schwab Reese, PhD, Purdue University

There is a growing movement within the child welfare system to include parents and the wider family network in decision-making. However, children and young people's roles in child welfare system decision-making processes has not been well studied. Family group conferencing (FGC) is one such decision-making process which holds the expectation that children and young people's voices and perspectives, along with their family members, will be elevated and impact decisions. This learning circle presents findings from a three-year study of FGCs which collected fidelity data from participants of FGCs, including youth, which suggest differences in their perspectives regarding family empowerment, transparency and inclusion in decision making, when compared to other participants. This learning circle seeks to bring professionals from many jurisdictions together to generate lively discussion about the roles of children and youth in decision-making around their own lives. What are our goals around this and are we achieving them? Suggestions for further reflection on FGC practice and additional ways to understand youth perspectives about their involvement will also be discussed.

Session Track: Practice
Session Type: Learning Circle

Tools of Engagement: Everyone Deserves a Voice

Nancy Garcia, BSW, and Linsay Tomlison, LMSW, Texas Department of Family and Protective Services, Dallas, TX

True family engagement relies on each member of the family being included in a solution-focused planning process. This can only be possible if each member of the family is given a voice. Children of all ages have thoughts and even some solutions to share but it can be challenging to get them to talk. Join us for an engaging and interactive workshop where we will create a space for networking and participants will have an opportunity to develop engagement tools through hands on activity. We will offer a packet of new engagement tools created to gather information related to specific topics and populations including tools to support family Engagement, tools for children, as well as tools for teens.

Session Track: Practice
Session Type: Workshop
The Right to Connection Too: A Modified Family Finding Pilot Project for those with DD/ID

Dena Rain Adler, M.A ATR, and Michelle Belge, LMSW, Hillside Children’s Center, Rochester, NY; and Annette Semanchin Jones, MSW, PhD, University of Buffalo, Buffalo, NY

Family Driven Planning (FDP) is a new approach that has modified Family Finding for individuals with developmental/intellectual disabilities. In partnership with Hillside Children’s Center and the University at Buffalo School of Social Work, a pilot project was implemented and evaluated to strengthen natural supports, improve quality of life for participants as well as measure potential cost savings for implementing agencies. Half of those in the pilot project had child welfare histories. This workshop will highlight outcomes identifying FDP as an evidence-informed and promising practice. Participants will learn use of the Connection Scale (modified from Semanchin Jones & LaLiberte, 2013) to capture quantity and quality of supportive connections. The FDP model will be illustrated through video clips and a short documentary, “The Power of Connections”, reflecting the shared vision planning process, barriers, life changing moments and healing stories of loss and hope. Participants will be invited to play with the art of video to create a collective piece expressing their voices on the universal rights and needs for connection.

Case Reviews in Family Assessment Response: Opportunities, Challenges, and Inherent Tensions

Sandra Davidson, LMSW, and Carissa Mae Smith, LMSW, New York City Administration for Children’s Services, New York, NY; and Krista Thomas, PhD, Chapin Hall at the University of Chicago, Chicago, IL

Case reviews are an essential component of continuous quality improvement processes for evaluating the quality and effectiveness of child welfare practice, including within the differential response context. Case review findings can raise critical questions regarding child welfare practice expectations in alternative response cases relative to investigative response cases, including what differences, if any, are truly desired in core practice strategies like assessment, engagement, and service linkages. This session will explore the process that New York City employed to develop, execute, and refine its case review process for Family Assessment Response (FAR-NYC) and the methodological challenges that arose. Findings will be shared, along with strategies designed and implemented to improve the quality of child welfare practice in one borough. Inherent tensions about values, expectations, and processes for assessing ongoing practice between the two response tracks will be explored in collaboration with participants.

Provider Fatigue and What That Brings to the Table

Shirlyn Garrett, EdD, Dondieneita Fleary-Simmons, MSW, and Lee Annes, MA, all with Illinois Department of Children & Family Services, Chicago, IL

Repositioning the family or youth as leaders, or even partners in their own decision making often has the impact of disorienting providers. In child welfare, providers at the case-work level share many of the oppressions felt by families. They are pressured by the courts and their own agencies to compel families and youth to achieve predefined goals. Sometimes these goals are inconsistent with desires, motivations, and capacities of the family. Sometimes the worker feels caught between the culture of the family and the system. Sometimes providers are overwhelmed and exhausted. In order for the planning to be effective, the provider needs to feel empowered and effectual. When they do not behaviors associated with secondary trauma come to the table. This discussion will focus on how to ensure that providers have the support that they need to be effective with families. Agency policy, supervision, peer-support, and managing expectations are parts of this critical team engagement conversation.
Methods to Assist Child Welfare Practitioners in Assessing Impact

Anna Rockhill MPP, Portland State University, Portland, OR; and Anita Barbee, PhD, MSSW and Becky Antle, PhD, University of Louisville, KY

This panel discussion will examine various practice and evaluation methods that have been utilized to help both individual child welfare and mental health practitioners and groups of practitioners assess their practice so as to more effectively change client behavior and move towards more successful outcomes for families and children. Methods include case file reviews linking casework to case outcomes, use of CHAID analyses to assess what aspects of practice models lead to specific outcomes, qualitative comparative analysis and innovations through the RAMESES project in Great Britain expanding the Cochrane methodology of systematic reviews as well as use of realist evaluation utilized most commonly in health services research. In addition, more hands-on approaches to assessing practice through supervisory case consultation to monitor trends in casework practice that facilitate positive client outcomes and use of systems to track particular interventions tried with clients and subsequent client behavior across time will be discussed.

Session Track: Workforce
Session Type: Workshop

Boys on Boxes Part 2: Going Deeper to Achieve Race Equity and Social Change

Kike Ojo, MA, BEd, BA, The Kojo Institute, Toronto, Ontario, Canada

(Two-part session; continued). Many social service and child welfare agencies and practitioners have committed to making the lives of marginalized people better. However, despite best efforts, most of the poor outcomes faced by marginalized people have remained the same. Using the Boys on Boxes illustration traditionally used to explain the difference between equality and equity, this workshop goes deeper to help participants understand how social inequities and oppressive narratives about groups get produced and reproduced, as well as the process by which internalized inferiority and internalized superiority occur. The workshop will challenge participants to see how and why current approaches to equity have been unsuccessful in changing outcomes for marginalized people, and provide an opportunity for participants to define new pathways, turning the participants’ attention away from individual pathology and blame, to a systemic and structural approach that acknowledges that the system is not neutral.

Session Track: Practice
Session Type: Workshop

What’s Your Role? The Complex Role of Facilitators in Family Engagement Practices

Deb DeLuca-Forzley, BSW, Larimer County Department of Human Services, Fort Collins, CO

The role of a facilitator in family engagement practices becomes blurred and harder to define when challenged with making sure all voices are heard, honoring family, supporting staff (especially new staff), assuring safety of children/youth, and helping participants come well-prepared all while remaining impartial. Everyone’s role is important in facilitated family meetings and the role of a facilitator is even more crucial and important to define and maintain. Facilitated family meetings have become one of the widely used practices in creating plans for children and youth’s safety and future, partnering with families and helping support staff in their practice, therefore emphasizing the importance of the role of the facilitator.

In this session we will explore techniques and ideas to help you continue developing skills in facilitation while demonstrating impartiality, encouraging professionals to trust in families and their ideas, partnering with families and their natural supports which includes children/youth’s participation and assisting in case progress. We will share creative ideas from years of practice as well as ideas from group participants.

Session Track: Practice
Session Type: Workshop
Creating Conversation: Icebreaker Meetings: Everything You Need to Know to Begin a Program

Allison Walter, BA, Paula Burky, MSW, and Jill Ipsen, MA, all with Adams County Human Services, Westminster, CO

Placement of children into foster care can be a challenging situation for all parties involved, especially during a stressful and/or traumatic emergency situation. Children are forced to leave the only home they know, away from their parents, often without notice or preparation. Foster parents open their home to children in need of placement, typically with little time to prepare for their arrival, and receive very little information about the child or the family from which they’ve come. Simply put, Icebreakers are an opportunity to create conversation and allow parents and foster parents to connect and develop a relationship that will help children succeed. Adams County staff will share their experience in developing and implementing their program and provide you with all of the tools you will need to start your own program at your county/agency. Come and learn about all of the benefits that an Icebreaker Meeting can offer.

Session Track: Practice
Session Type: Workshop

We are ARS (Another Road to Safety) - Creating a Learning Community through Case Based Presentations in a Differential Response

Colette Reid-Horn, LCSW, PPSC, Antoinette Stroughter, BA, Lucina Sandoval, ASW, Tamara Brook and Emilee Kerr, ASW, all with A Better Way, Inc., Berkeley, CA

Another Road to Safety (ARS) is Alameda County’s differential response program, serving approximately 300 families directly referred from the Department of Children and Family Services (DCFS) in the state of California. ARS Teams consisting of Family Support Specialists and Parent Partners with lived experience within the child welfare system, provide short term support and linkage for up to 6 months. The ARS Leadership Team along with DCFS partners and our Specialty Provider Team developed a structured format and process for our monthly service team meeting, where we present cases to our staff, consultants and DCFS partners. The learning community format emphasizes presentation of intake and assessment information, followed by a group process of clarifying questions, small breakout groups to discuss targeted questions in more depth, and report back to the group. Topics that emerge from the discussion are often addressed “in vivo” by members of the group taking advantage of micro-learning opportunities. This learning circle will replicate the service team meeting model through a case presentation, using conference attendees as the program “staff” to experience the process.

Session Track: Practice
Session Type: Learning Circle

Show Me the Data: An Analysis of Screening Thresholds in a Differential Response System (40 Minute Session)

Rebecca Wilcox, MSW, and Ryan Borowicz, MSBA; Minnesota Department of Human Services; and John Fluke, PhD, and Ida Drury, MSW, Kempe Center for the Prevention and Treatment of Child Abuse & Neglect, Denver, CO

In 2015, the Minnesota Governor’s Task Force on Child Protection delivered a list of recommendations intended to make improvements to the child welfare system. Several recommendations surround improvements in intake, screening, and safety response. As part of that recommendation, the child safety and permanency division assessed and modified their recommend screening thresholds for assignment and pathway decision making. As a data-driven child welfare system, Minnesota will be conducting analysis of the impact on child safety resulting from the implementation of these thresholds. Specifically, will these changes lead to improved or worsened error rates for screening of child maltreatment? Presenters will provide examples of the implemented changes in screening thresholds, as well as preliminary analysis of related outcomes. Presenters will discuss facilitators and barriers to this process as well as lessons learned from case closure examining the data around this decision point.

Session Track: Research & Evaluation
Session Type: Workshop

Balancing Fidelity and Adaptation when Combining Practice Models

Robert Friend, LCSW, National Institute for Permanent Family Connectedness Seneca Family of Agencies, Oakland, CA; Shannon Deinhart, LISW-S, Kinnect, Cleveland, OH; and Mike Mertz, MS, Seneca Family of Agencies, Oakland, CA

This learning circle will explore the balance between model fidelity and adaptation in projects/efforts that combine Family Finding with other practice models (i.e. SOS/SOP, FGC, 3-5-7 Model, Family Acceptance Project). The workshop will begin with the facilitators outlining basic Implementation Science stage principles to set the foundation for discussions. Attendees will briefly identify their projects/efforts that combine Family Finding with other practices. Small and large group discussions will then explore how projects established fidelity measures for the combined models, and what processes, data, and criteria used to inform decisions about whether to adapt the intervention or attend to incomplete/insufficient implementation drivers (such as staff selection, training, values and system alignment, data selection, team communication, etc.) to improve performance. The session will conclude with a collective identification and review of the key processes, data, and criteria to best determine the balance between combined model fidelity and further model adaptation.

Session Track: Systems
Session Type: Learning Circle
**Vulnerability in Social Work Trainings: The Family Partner Trainer’s Impact on the Learning Experience**

Marianne Latz, MSW; Michelle White, Graduate Student, School of Psychology, Marcella Middleton, BSW, Center for Family and Community Engagement at NC State University, Raleigh, NC

Transfer of learning is one of the most important aspects of a training, yet one of the more challenging things to facilitate. In this interactive workshop, you will learn about the Family Partner Co-Training model and its evaluation implemented at the Center for Family and Community Engagement at NC State University. You will experience the co-training model first hand through a brief section of Believe & Achieve: Bridging the Gap!, a training focusing on educational success of foster youth, co-led by a foster care alumna. Following the mock training you will engage in activities where you consider model benefits for own practice and gain an expanded knowledge of research supporting the use of vulnerability in transfer of learning. As a result, you will be able to identify benefits of the Family Partner Co-Training Model and the use of vulnerability in supporting the training experience and transfer of learning.

**Safety Enhanced Together: A Child Welfare Services Practice Framework Designed to Strengthen the Workforce’s Ability to Strengthen Families**

Sarah Kneeland, BSW and Sarah Glass, MSW, County of San Diego Child Welfare Services, San Diego, CA

The County of San Diego Child Welfare Services (CWS) recognized that practice frameworks are an opportunity to: (1) clearly define how, why, and what CWS does; (2) provide clear, written explanations of policies and procedures of how services should be provided and; (3) establish key metrics of optimal child welfare practice. Safety Enhanced Together is a practice framework designed to guide staff on consistent operations and best-case practices. It provides a vision, priorities, and action steps to strengthen practice. Combining local and national initiatives, the tenants of a learning organization, and Safety-Organized Practice, San Diego has raised the bar on social work practice in order to lead to better outcomes for families involved in CWS. By using implementation science and the uniquely developed “learning cycle” approach for messaging to staff, San Diego has been successful in managing this large-scale system change.
Multiple Pathways to Harm for Children: A Comprehensive Assessment Framework for Domestic Violence Cases

Beth Ann Morhardt - Safe & Together Institute

This session provides an introduction to the Safe & Together Model’s Multiple Pathways to Harm assessment and critical thinking framework. We will discuss how to apply a comprehensive assessment lens to the impact of domestic violence perpetrator behaviors on child and family functioning. This approach helps practitioners have high standards for men as parents, better engage men from diverse backgrounds, and partner with adult survivors. This approach moves beyond a traditional assessment of “did the children see or hear the violence.” The Multiple Pathways to Harm approach can help practitioners develop service recommendations for children and families and introduces the idea that despite perpetrators’ harmful actions, adult survivors are often working very hard to promote their children’s safety and wellbeing.

Session Track: Practice
Session Type: Workshop

Crossing the Cultural Divide in Child Welfare and Beyond

Michelle Howard, M.S., LPC, Kempe Center for the Prevention and Treatment of Child Abuse & Neglect, Denver, CO

There will come a time when humanity will return to love. When we will find the courage to fight for an equitable society and advocate for fair practices with children, youth, and families knowing that when we fight for humanity, we fight for ourselves. This fight involves shifting from a culture of fear that metastasizes to the children and families we serve to a culture of authenticity, honesty, vulnerability, and hope. We are in the relationship business and through the building of an authentic relationship we are better positioned to facilitate change that keeps children safe and fosters healthy family systems. The time for transformation is now. You are the answer! Daring greatly is the way! Join us as we reckon with the history of “isms” in child welfare, rumble with new possibilities, and revolutionize fair and equitable practices in child welfare and beyond!!

Session Track: Practice
Session Type: Learning Circle

Engaging All Participants in a Family Engagement Meeting to Address the Safety of the Children

Christina Pratt, MSW, Arapahoe County Department of Human Services, Aurora, CO

It is important for the facilitator to be aware of the entire room of people in a Family Engagement Meeting and to plan for, and respond to, all relationships and dynamics in order to ensure that the safety issues are being addressed with the primary caregivers of the children (parents). This workshop will address engaging the kin to enhance parent engagement, working with support people with challenging personalities, enhancing engagement of caseworkers and guardians ad litem (GALs) in developing and sustaining productive relationships with parents, and bringing in quiet/non-involved participants to the family meeting. This workshop will address the facilitator’s ability to be aware of everything going on in the room and with the team in order to address the dynamics that will affect the parents’ ability to hear the safety issues and plan to address these concerns. The workshop will look at a scenario that will bring in all of the aspects of a meeting and allow participants to learn and practice skills that will lead to more thorough engagement.

Session Track: Practice
Session Type: Workshop

The Secret of Successful Youth Engagement: Tools to Engage Youth and Ensure Their Perspectives are Used in Planning and Decision Making

Tess Mahnken-Weatherspoon, LMSW, MPA, Hillside Children’s Center, Rochester, NY

This workshop will provide participants with tools to engage youth in planning and decision-making about their own lives. Connectedness mapping and mobility mapping will be taught and workshop participants will have an opportunity to practice using these tools. Additionally, the workshop will provide participants with a list of strength-based questions to use to support appreciative inquiry and courageous conversations with youth and to help youth actively participate in decision-making and planning for their future.

Session Track: Practice
Session Type: Workshop
ACRI: A Creative, Collaborative, and Cost-Effective Approach to Ensure Child Safety

Lara LaRoche, MSW, LISW-S, Kelly Knight, MSW, Linda McKnight, and Jamie Chambers – all Franklin County Children Services, Columbus, OH

The critical nature of child welfare work demands we are equipped to ensure child safety without fail. Workforce dynamics related to retention and tenure coupled with the constant variation in volume and complexity of intake reports represent challenges to the rapid assessment of child safety. This workshop will walk participants through one organization’s creative, collaborative, and cost-effective approach to such challenges. Data will be shared to demonstrate the correlation between high volume workloads, staff attrition, and the ability to rapidly assess child safety. Participants will learn successes and unintended consequences in launching this innovative approach. Highlighted will be the positive impact on staff retention and engagement. Participants will have the opportunity to consider how this approach could be adapted to address their unique workload and workforce challenges. Workshop content will focus on fiscal considerations, equitable workload distribution, staffing considerations, data analysis and, most importantly, child safety.

Leading and Sustaining Change: A Coaching Approach

Cathy Fisher, MSW, LCSW-C, BCC, and Susan Maciolek, MPP, Great Eastern Consulting, Easton, MD

The purpose of this workshop is to demonstrate how coaching using an implementation science framework can promote the critical leadership behaviors needed to support and sustain systems change. Implementation calls on leaders to focus on building workforce competency and developing organizational capacity. Maintaining an organization’s focus across the life span of complex system change is essential for effective implementation. To model the way, leaders must demonstrate a strategic and consistent focus on the desired system change. In the midst of the all too often tumultuous day to day work, it is easy for leaders to be distracted, reactive, and appear to their staff uncommitted to the change they have called on others to implement. Coaching can help leaders to envision the changes that are needed to support implementation and can promote practice of, and reflections on, trying out new behaviors. This session will demonstrate how using an implementation science framework in coaching can challenge leaders to demonstrate both technical and adaptive behaviors across the stages of implementation to facilitate desired system change.

Using the Science of Happiness to Retain Staff

Dan Comer, MA, Kempe Center for the Prevention and Treatment of Child Abuse & Neglect, Denver, CO

How many of the organizational difficulties you face can be traced back to the loss of staff? Are your retention efforts working as you would like? This session will guide learners through using the new science of happiness to build resilient teams. Learners will develop creative action plans for their teams as they explore and experience the various components (relationships, acts of kindness, physical well-being, flow, meaning, strengths, and mindsets) of the science of happiness. You will leave engaged, energized, and encouraged.

What Are We Protecting Them From? Addressing Tensions Between Protecting Children and Youth and Their Participation Throughout the FGDM Process

Anita Horner, Kempe Center for the Prevention and Treatment of Child Abuse & Neglect, Denver, CO; and Marilee Sherry, MSW, RSW, Brant Family and Children’s Services, Brantford, Ontario, Canada

Why include children and youth in a Family Group Decision Making (FGDM) conference? How are the voices of children and youth heard in FGDM? What does meaningful participation of children and youth entail? How does one navigate the need to protect children and youth from additional harm and support their meaningful participation? We will actively address these questions and more by examining the whys and hows of child and youth participation and voice in FGDM, using activities to enhance awareness of participants. While this session focuses on the FGDM process, the concepts are applicable to other family engagement meetings and processes. We welcome you to join us for this dynamic learning opportunity.
Naturally Creative, Resourceful, and Whole: A Multifarious and Transformative Approach to Workforce Development

Andrea Miklos, MA, and Rory Cornelison, Mesa County Department of Human Services, Grand Junction, CO

Is retention an accident? Does your agency have an intentional process for developing the talent in your workforce? How forward-thinking and inspired has your organization been about investing in its employees? Has employee passion for the work become buried in bureaucracy? Mesa County Child Welfare struggled with these very issues upon implementing what started as our Practice Coaching program in 2015. Our 3-year journey out of the labyrinth of new program implementation has resulted in a diverse and comprehensive professional development program that offers far more than we initially envisioned. If you seek to maximize the efficacy and stability of your workforce but have limited resources, you will benefit from this interactive workshop that walks the participant through the evolution of Mesa County's multi-faceted employee enrichment program. Come explore opportunities to cultivate your own workforce development plan, examine the distinct challenges facing your staff, and discover solutions to implementation barriers, all while utilizing the methodologies used in our model.

Session Track: Workforce
Session Type: Learning Circle

If Not This, Then What? Designing the Future of Our Work with Children and Families

Amelia Franck Meyer, MS, MSW, LISW, APSW, PACC - CEO, Alia: innovations for people and systems impacted by childhood trauma, St. Paul, MN

Dr. Amelia Franck Meyer is the founder and CEO of Alia: innovations for people and systems impacted by childhood trauma. Alia partners with innovative child welfare leaders to radically rethink and redesign child welfare. Amelia is an Ashoka Fellow, a Bush Fellow, and an author who has worked throughout the US and internationally in the areas of innovations in child welfare, workforce and organizational wellbeing, youth permanency, leadership development, foster care reform, and systems change. Amelia and Team Alia are leading a national movement to create a child welfare system across the country where family is upheld as the foundation of lifelong wellbeing and all people - youth and their caregivers - can thrive.

De-Centering Power in Child Welfare: Cultural Responsiveness for Families of Color in the LIFE Program

Amanda Cross, MPH and Thuan Duong, Center for Improvement of Child & Family Services, Portland State University, Portland, OR

The Leveraging Intensive Family Engagement program (LIFE) is a values-based intervention, with cultural responsiveness as a core value, focused on reducing the time to permanency for youth anticipated to remain in foster care for three-plus years. Utilizing concepts of anti-oppressive practice, this session describes a conceptual framework provided to LIFE practitioners to help them begin to observe and recognize how centering whiteness affects families of color involved in child welfare. Concrete examples of centering and de-centering power and its impacts gathered from LIFE case planning meeting observations and interviews with youth, parents, meeting facilitators, peer parent mentors, and other key stakeholders involved with the LIFE program illustrate the concepts. Participants will have the opportunity to reflect on and discuss instances of centering and de-centering power in their own work.

Session Track: Practice
Session Type: Workshop
Independent Living Plans as Tools for Engagement

Trevor Williams, B.A. and Jeffrey Romero, M.P.A, Colorado Department of Human Services, Division of Child Welfare, Denver, CO

The Plan for Successful Adulthood (also called Independent Living Plans, or the Road-map to Success) is frequently viewed as nothing more than an extra piece of paperwork for caseworkers to complete. In reality, this plan can serve as the key to a youth's success in navigating the foster care system, and be one of the most important ways a caseworker and foster parent engage youth. In this session, participants will participate in an interactive learning session designed help them understand the importance of engaging youth in the development of their plan for a successful adulthood, how this can support the goals of the child welfare agency in addition to potentially leading to more successful case outcomes for youth and families.

Session Track: Practice
Session Type: Learning Circle

AR and Substance Abuse: Challenging the Fear Within

Joshua Martin, MA, LPC and Kimberly Trevino, MPA, Texas Department of Family and Protective Services

In this session, we will take a moment to challenge our biases about substance use and explore tools and strategies to develop a strong, solution focused assessment that seeks to understand by putting together all of the “puzzle pieces”. Working with families who face substance use and substance abuse issues can be challenging and we can easily find ourselves relying on drug tests to assess for safety and services. As a manager, it can be difficult to determine what information you need to listen for to help support your team in making case decisions and taking next steps. Through this interactive presentation, we will process how to prepare for and conduct an assessment, guide families through creating a family plan, and prepare for case closure on this highly charged topic.

Session Track: Practice
Session Type: Workshop

The Most Challenging One Yet - Lessons Learned

Julie Boivin, BSW, self-employed; and Julie Potvin, BSW, Valoris for Children’s and Adults of Prescott-Russell, Hawkesbury, Ontario, Canada

The case being presented by a mentor and her mentee is a challenging, multi-faceted family situation that experienced Family Group Conference. It involved grief issues due to a homicide and children requiring lifelong caregivers. Participants were highly conflicted and marginalized dealing with mental health, addiction, domestic violence, and sexual abuse. Family Group Conference epitomizes and heightens the family's voice, brings it at the center of the process, provides credence to their views, thoughts, feelings, and opinions. A coordinator’s approach and capacity to engage the family is instrumental. Without a doubt a key essential for family participation in this situation was allotting sufficient preparation time for coordinators to engage with all family members, service providers and the guest speaker. The workshop will include the presentation and discussion of the case, a round table activity and concludes with lessons learned. Participants will have an opportunity to hear, listen, learn, and share first hand experiences in dealing with complex family issues.

Session Track: Practice
Session Type: Workshop

Intro to the Child Welfare Information Gateway (40 Minute Session)

Penny Putnam Collins, MPA, Child Welfare Information Gateway, Fairfax, VA

This session will explore the distinct and varied resources, publications, and learning tools that are available for free from Child Welfare Information Gateway, and other federally funded programs. It will provide child welfare and related professionals with the knowledge to navigate these resources and databases to find the information they need to inform and improve their specific work. Whether a child welfare trainer, researcher, administrator, supervisor, or frontline staff member, the information and resources from Information Gateway can help inform and improve practice, develop more effective supervision, educate on new policies, and support trainings and curriculums that can better educate, empower, and shape the future of child welfare.

Session Track: Practice
Session Type: Workshop
Involving Your Workforce in Organizational Change Initiatives Part 1

Brenda H. Lockwood, MA, Carole Wilcox, MSW, LSW, and Lara Bruce, MSW, Butler Institute for Families, University of Denver, Denver, CO

(Two-part session; first half). As leaders it is our duty to help our workforce navigate their way through the rapids of change that we inevitably and invariably encounter. Even when it's vital and necessary, it can be difficult for some to get on board with change. Involving our workforce in organizational change initiatives is a meaningful way to gain buy-in and ensure workforce stability. In this session participants will explore implementation science, analyze the drivers and stages, and examine what makes for successful implementation of a change effort. Next, will explore barriers to workforce engagement, identify ways in which individuals navigate change and apply the “4-I” approach to organizational change: Inquire, Imagine, Innovate, Implement. Participants will engage in appreciative conversations to practice a powerful approach to workforce engagement in change initiatives.

Organizational Change for Everyday Changemakers – Part 1

Amelia Franck Meyer, MS, MSW, LISW, APSW, PACC - CEO, Alia: innovations for people and systems impacted by childhood trauma, St. Paul, MN

(Two-part session; first half). This session will cover basic organizational change theory, and will provide fresh perspective in understanding and navigating organizational change. Seeing change as opportunity, this session will help changemakers to minimize resistance to change and to ensure that their change efforts do not outpace the human capacity for change.

The Intersection of Family Engagement and Early Intervention: Findings from Pennsylvania’s Child Welfare Demonstration Project

Marlo A. Perry, PhD, and Rachel Winters, MA, University of Pittsburgh, Pittsburgh, PA

This session will provide a brief overview of the family engagement and assessment components of Pennsylvania's Child Welfare Demonstration Project as they relate to young children (0-5). We will then discuss similarities and differences around fidelity and group composition of family engagement conferences for children who either were or were not assessed as having a developmental concern, particularly as they relate to formal and informal supports. For example, findings from this project suggest that informal support networks may be smaller or weaker for families with young children who have developmental concerns, even if professional supports may be more robust. Implications for policy and practice, especially as they relate to collaboration across systems, will be discussed.

Engaging Families: The Heart of System Change

Lucinda Wayland Connelly, DPA and Derek Dzien, Colorado Department of Human Services, Denver, CO

This session presents an overview of the findings from the Colorado Family Services Review (CFSR) and the use of Family Engagement Strategies to build the Program Improvement Plan (PIP). By keeping family engagement as a consistent centerpiece of the PIP, Colorado is shifting practice across the state. The session will share practical ways to develop and implement policies and supervisory techniques to build and support a workforce that engages families, youth, and providers in decision making to ensure that engagement remains at the heart of practice throughout child welfare involvement.
The Coordinator-Facilitator’s Role in Family Meetings - Turning Family Engagement Challenges into Opportunities (40 Minute Session)

Martha Susana Lara, MSW, RSW, Brant Family and Children's Services, Ontario, Canada

The proposed session will build on the knowledge and experience of participants to jointly elaborate answers to the following questions: What are some of the biggest challenges C/F face in the process of finding families and engaging them to participate actively and meaningfully in family meetings? What values, strategies, and skills are C/F using in their daily practice, and what do they feel need to change in themselves to better serve the engagement process? The facilitator will provide some depth on these topics, and prepare questions to guide discussion in small groups as well as that of the overall session.
I Love My Culture (And I Didn’t Really Even Know I Had One)

Angela Tinder, MSW and Vicki Grant, MSW, Allegany County Department of Social Services, Belmont, NY

In a strength-based, culturally-competent child welfare system, family traditions, values, and beliefs are understood to be powerful whys that motivate families to make change. Unfortunately, child welfare workers—especially when they identify primarily with the dominant culture—sometimes fail to examine the influence of their own culture-bound perspectives on the work they do. In this session, I will share insights I gained while reflecting on the academic and pop-culture representations of local Appalachian culture. During the discussion, we will examine different models of culture with a special focus on the impact of generational trauma on family belief systems. Participants will gain a greater awareness of their own unique cultural perspectives and will learn how to use solution-focused family engagement tools to facilitate conversations about culture with multiple generations of family members.

Courageous Leadership

Lauren Morley Hutto, MSW, LSW, CPCC, ACC, Kempe Center for the Prevention and Treatment of Child Abuse & Neglect, Denver, CO

Leadership begins with the courage to be yourself, in turn inviting those you lead to do the same. We believe and have experienced that the most transformative way to transform practice in human services is to transform people -- through a top down, inside-out approach. This workshop will support you to initiate a person-centered approach to leadership by first courageously identifying how to leverage your most authentic self as a leader. We will facilitate you through a self-reflection experience that will help you identify how you get in your own way as a leader and how to “clear the roadblocks” of your leadership to be the best version of yourself for those you lead. You will leave this workshop empowered to be MORE of you as a leader, modeling the same for the staff and the children, youth, and families you lead.

Involving Your Workforce in Organizational Change Initiatives Part 2

Brenda H. Lockwood, MA, Carole Wilcox, MSW, LSW, and Lara Bruce, MSW, Butler Institute for Families, University of Denver, Denver, CO

(Two-part session; continued). As leaders it is our duty to help our workforce navigate their way through the rapids of change that we inevitably and invariably encounter. Even when it’s vital and necessary, it can be difficult for some to get on board with change. Involving our workforce in organizational change initiatives is a meaningful way to gain buy-in and ensure workforce stability. In this session participants will explore implementation science, analyze the drivers and stages, and examine what makes for successful implementation of a change effort. Next, will explore barriers to workforce engagement, identify ways in which individuals navigate change and apply the “4-I” approach to organizational change: Inquire, Imagine, Innovate, Implement. Participants will engage in appreciative conversations to practice a powerful approach to workforce engagement in change initiatives.

LCSW’s as Part of the Legal Team: Engaging Respondent Parents (40 Minute Session)

Jillian Cohen LCSW, Office of the Respondent Parents’ Counsel; and Kate Trujillo, PhD, LCSW, Metropolitan State University of Denver, Denver, CO

This session presents a model that we believe supports families to be more involved in the decision-making process. By including LCSWs in the legal team, parents’ voices are heard in court where decisions are made and treatment plans ordered. The additional skills and resources that LCSWs bring to the team aims to create an environment where barriers to child safety, well-being, and permanency can be overcome more quickly, especially in Expedited Permanency Planning (EPP) cases. Our session will consider perspectives of underrepresented and underserved populations through problem-based learning. Our goal is to facilitate a dialogue about the true barriers to engagement and how power, privilege, and identities can support or interfere with authentic relationships with families that will lead to change. Bring your questions and conundrums. Together we will explore and untangle them!
Organizational Change for Everyday Changemakers – Part 2
Amelia Franck Meyer, MS, MSW, LISW, APSW, PACC - CEO, Alia: innovations for people and systems impacted by childhood trauma, St. Paul, MN

(Two-part session; continued). This session will cover basic organizational change theory, and will provide fresh perspective in understanding and navigating organizational change. Seeing change as opportunity, this session will help changemakers to minimize resistance to change and to ensure that their change efforts do not outpace the human capacity for change.

Session Track: Systems
Session Type: Workshop

Partnerships that Promote Change (40 Minute Session)
Bryant Grantling, Arizona Department of Child Safety; Herminia Mora-Medina, MEd, Arizona’s Children Association; and Robert Friend, LCSW, Seneca Family of Agencies, Oakland, CA

In this session, you’ll learn how collaborating with community partners can help achieve positive outcomes for children and families while changing the culture in your community. Find out how Arizona’s Department of Child Safety (DCS) used implementation science and the Family Finding model to successfully implement Fostering Sustainable Connections (FSC), a family finding program that helps children connect with lifelong supports. You’ll look at the long process for creating a sustainable intervention that supports family engagement and practice improvement. You’ll leave this session with new techniques of collaborating with community partners, collecting data that lead to productive conversations, improvement cycles, and dealing with internal/external resistance.

Session Track: Systems
Session Type: Workshop

Associations Between Worker Characteristics and Outcomes: What Matters and When Does It Matter?
John Fluke, PhD, and Dustin Currie, MPH, all with the Kempe Center for the Prevention and Treatment of Child Abuse & Neglect, Denver, CO

In this session, we will explore how frontline worker characteristics may affect their attitudes toward their work and decisions that they make related to child welfare. Participants will learn about decision-making theory and how it is has been applied in child welfare research. Findings from Tennessee related to the decision to place a child in out-of-home care, as well as the type and timing of planned permanent exits from care, will be shared. Scales commonly used in child welfare decision-making research will be introduced, and we will brainstorm other factors that may be important to research with session participants. Finally, we will facilitate a discussion about ways of incorporating decision-making frameworks into the development, implementation, and evaluation of interventions aimed at improving child welfare practice. Participants should walk away from the session with insights about how worker characteristics influence planning, evaluating, and adapting new initiatives or interventions within their jurisdiction.

Session Track: Research/Evaluation
Session Type: Workshop
8:30AM-10:00AM

**BREAKOUT SESSIONS**

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**Core Components for Development and Implementation of Fidelity Measures: Lessons Learned from a Family Finding and Engagement Program**

Charmaine Utz, MSW, and Danielle Zuniga, MS, YMCA Youth and Family Services, San Diego, CA; and Robert Friend, LCSW, National Institute for Permanent Family Connectedness (NIPFC), Seneca Family of Agencies, Oakland, CA

This workshop (best suited for supervisors and administrators) will outline core components that be universally applied to any program to develop and maintain fidelity, including a fidelity tool, and effective use of supervision, coaching, and consultation. Participants will hear about the experiences of leadership in a community-based organization that shifts the focus from working in silos to seeking alignment between child welfare and community organization staff, integrating youth-led practices, and prioritizing relationships over placement. This approach is designed to create and support enduring family relationships and networks, and is supported by partner experts (National Institute for Permanent Family Connectedness, Darla Henry & Associates (3-5-7 Model), and Casey Family Programs) through ongoing coaching and consultation to support model fidelity.

**Finding and Engaging Fathers in Child Welfare and Your Program**

Scott DeWalt, MSW, Center on Fathering, Colorado Springs, CO

Finding and engaging fathers has historically presented challenges to both child welfare and community partners. First, we will discuss how to use social media to locate and communicate with fathers where other more conventional methods may have failed. This session will also explore unique ideologies and protocols that the Center on Fathering has implemented over the last 20 years to remove barriers in working with fathers. The session will address why it is crucial to engage fathers, common barriers to father engagement (such as male help-seeking behaviors, expressions of anger, co-parenting conflict, domestic violence), and most importantly, how to successfully overcome them. Finally, we will discuss how to transform conflict into partnerships.

**Expediting Teaming with Kin to Rapidly Respond to Crisis Situations**

Eliza A. White, MSW, University of Pittsburgh, School of Social Work, The Pennsylvania Child Welfare Resource Center, Pittsburgh, PA and Jennifer Wallis, MSW, Berks County Children and Youth Services, Reading, PA

This presentation will provide an overview of how Pennsylvania stakeholders are responding to family crisis situations with meaningful efforts to locate and engage kin in a timely manner. This engagement strategy strives to effectively team with youth, parents, and kin with a sense of urgency to meet them in the midst of their crisis and preventing placement when possible. This purposeful proactive engagement creates and enhances the foundation for the participatory case planning process, including decision making and further highlights how the PA Child Welfare Practice Models skills, outcomes, values, and principles are present throughout this engagement strategy. Following the presentation, there will be a peer-to-peer roundtable facilitated discussion to foster a deeper awareness of how timeliness to teaming with kin impacts the youth's safety, permanency, and well-being.
**Pathways to Success: Early Lessons from Developing a Model Intervention to Prevent Homelessness Among Youth Aging Out of Foster Care**

Lanae Davis, MPA, Center for Policy Research, Denver, CO; and Trevor Williams, Colorado Department of Human Services Child Welfare Division, Denver, CO

Colorado’s Pathways to Success Demonstration Project is a multi-year, multi-phase project awarded through a grant to CDHS, Child Welfare Division from the Children's Bureau to develop (Phase 1), implement and test (Phase 2) a model intervention aimed at reducing homelessness among youth aging out of the foster care system. This project is being implemented and tested through a multi-sector, multi-agency approach made up of county child welfare agencies, runaway and homeless youth providers, community service partners and the evaluation team at Center for Policy Research. The Project Director will describe early implementation lessons, successes and challenges, and highlight innovative ways youth voice was incorporated into the design of the model intervention. The evaluator will provide an overview of the formative evaluation being conducted, including a description of youth enrolled in the intervention and the ongoing continuous quality improvement approach to monitoring performance that is tied to key outcome areas of permanency, well-being, education, employment, and housing. Early outcomes from follow-up interviews with enrolled youth 12-months post-enrollment will be presented.

Session Track: Research/Evaluation
Session Type: Workshop

**FGDM: Have We Reached the Summit? If Not, What is Needed to Get There?**

Anita Horner and Lisa Merkel-Holguin, Kempe Center for the Prevention and Treatment of Child Abuse & Neglect, Denver, CO; and Marilee Sherry, MSW, RSW, Brant Family and Children’s Services, Brantford, Ontario, Canada

We have entered the third decade of the implementation of Family Group Decision Making in the United States and Canada. During this time, child welfare agencies have embraced the idea of family engagement, embedding family engagement principles and philosophies into practice and policy, infusing it into training curricula, and inviting family and community partners into decision making processes. As a family engagement community, we’ve learned a great deal from our implementation experiences—the successes and challenges. And yet we are humble enough to recognize that this is not a hill climb, it’s a mountain expedition. Have we reached the summit of this work? If we haven’t, what is needed to get there? We are convening a learning circle to understand people's vision for this work and how the Kempe Center can support a more mature FGDM community.

Session Track: Practice
Session Type: Learning Circle

**Child Welfare Workforce Development and Values-based Practice**

Carrie J Furrer, PhD and Thuan Duong, BA, Portland State University; Jennifer Holman, MSW, and Jennifer Sorenson, Oregon Department of Human Services; Jamie Welch, Morrison Child and Family Services; Portland, OR

Oregon’s Waiver Demonstration project, Leveraging Intensive Family Engagement (LIFE), rests on four practice values: strengths-based, culturally responsive, trauma-informed, and youth/family voice. Values-based practice is especially useful in the complex child welfare environment, in which there is not one right answer and participants have multiple, perhaps competing objectives. Taking a systems perspective, this workshop will examine how structures can reinforce values-based practices that support family engagement and decision-making at three levels: individual, team, and organization.

Individual. We will share Family Engagement Facilitator (FEF) and Parent Mentor (PM) experiences with values-based practice, and explain the participatory process between evaluators, FEFs, and PMs to develop tools that operationalize the practices.

Team. We will describe key dynamics that emerge as LIFE Teams practice the values within different branch cultures, and the role of relationships, supervision, and coaching.

Organization. We will examine how leadership and child welfare agency policies both scaffold and disrupt values-based practice.

Session Track: Workforce
Session Type: Workshop
Trained Community Volunteer Supervisors: Engaging Family and Community in Safely Bringing and Keeping Children Home

Jennifer Bottroff Glynn, MSW, CCFC, PhD Candidate and Sharon Longhurst-Pritt, MSW, Garfield County Department of Human Services, Rifle, CO

This session presents a program that trains community volunteers through a 4-hour class curriculum written and taught monthly in Garfield County with the intent to train family, friends, and community members to have the skills and knowledge needed to supervise visits for children and their parents in the community. This program has increased the contact with children and their parents and informed visitation volunteers of the risks, needs, and ways to support families engaged in the child welfare system. The goal is to return children home faster and educate a long-term support network in the community. Topics include: impact of abuse and neglect, reasons for supervision, skills for intervention, attachment, and child development.

The Missing Link: Father and Paternal Family Involvement

Alexis Peck, LSW, and Kelly Schultz, LSW, Family Service Rochester, Rochester, MN

We strive to do our best engaging families in Family Group Decision Making (FGDM) processes. Historically mothers and maternal family are the “go to” when engaging families. But what about the father and his family? The role a father plays in his child(ren)’s life is forever impactful. Knowing this, we want to ensure fathers and paternal family are actively engaged to share their voice when decisions need to be made regarding their child(ren)’s well-being. But, are we making enough effort to include the paternal family? Unique barriers arise when engaging paternal family systems. So, how do you navigate these different barriers when they arise? In this session we will discuss the importance of fathers/paternal family, identify the barriers to finding and engaging them, and brainstorm solutions that lead to fathers and paternal family being active members in FGDM processes. Participants are asked to come prepared to share their experiences and will in turn leave with the group’s knowledge on engaging fathers/paternal family.

Strengthening Kinship Families Utilizing Family Group Conferencing and Kinship Navigation

Megan Harbert, Danielle Zuniga, MSW and Melissa Brooks, YMCA of San Diego County-Youth and Family Services, San Diego, CA

This workshop will provide a brief overview of the Youth and Family Services Department of the San Diego County YMCA and the social services programs offered, specifically the Kinship Support Program and Family Group Conferencing Program. The San Diego Child Welfare System (CWS) has made Kinship placements a priority, but there is a need for innovative interventions in the continuum of care to ensure long-term permanency for these children. We are using Family Group Conferencing to help meet this need. The San Diego YMCA is one of three recipients of a federal demonstration project through the Administration of Children and Families, designed to build the evidence for Family Group Decision Making/Family Group Conferencing (FGC) in Child Welfare. This workshop will explain how we have used the model to strengthen kinship families’ capacity to care for children in a way that promotes a safe, loving, and stable home for children in their care. Staff will share about the benefits of combining both models, the assessment they use, strategies for engagement, and highlight a couple families who have had success in both programs.
Engaging Providers Using Family Centered Practice in Institutional Abuse (IA) Assessments

Joey Brozek, Colorado Division of Child Welfare, Denver, CO; and Robin Aragon, Arapahoe County Human Services, Aurora, CO

Participants will explore the utilization of family engagement principles while completing a collaborative institutional assessment. This type of assessment has traditionally been punitive in its approach. We will provide discussion around a strengths-based approach to institutional assessments utilizing family- and youth-driven decisions, and how this approach is tailored to the unique positions of foster and certified kinship families. While there are some challenges related to engaging this population, family engagement skills can help generate greater depth of information during an institutional assessment and allow child welfare workers to provide more consistent practice to all families.

Session Track: Practice
Session Type: Workshop

Engaging Child Welfare Families Through Cross System Collaboration and the DANSR Approach

Jenna Quigley, LMFT, Colorado Judicial Department; Lauri Davidson and Jona Mills, Prowers County Department of Social Services, Lamar, CO

Colorado’s Dependency & Neglect System Reform (DANSR) infuses best practices from family treatment drug courts into the larger dependency and neglect system for families who experience substance use or co-occurring disorders. Presenters will provide an overview of the DANSR approach, principles, and collaboration. More specific information regarding cross-system collaboration efforts, two-generational family engagement, and DANSR approach implementation at the state and local levels will be provided. Presenters will emphasize how family engagement efforts through the DANSR approach strengthen families and aim to improve outcomes. Professionals from the Prowers County DANSR team will share their experiences with implementation, family engagement, and how these efforts are impacting families in their community.

Session Track: Systems
Session Type: Workshop

Strengthening Communities to Prevent Child Maltreatment: Lessons from Colorado’s New State Framework and Community Planning Process

Vani Tangella, MPH, Early Milestones Colorado, Denver, CO; and Lanie Meyers-Mireles, MSW, Prowers County Department of Human Services

State and local partnerships can be powerful forces in ameliorating the risks for child maltreatment by strengthening communities and supporting families. This session will allow participants to hear state and local perspectives on Colorado's new approach to prevention planning. Participants will learn how community champions have developed local prevention plans by engaging in an eight-month community planning process working with a non-profit intermediary organization and a peer learning community. Participants will have an opportunity to discuss the concrete steps of community planning and explore how to apply those concepts and action items within their local realities. This session will allow professionals to further develop their knowledge of prevention planning and learn how communities can mobilize action to promote strong families and nurturing environments.

Session Track: Practice
Session Type: Workshop
Preconference Skills Institute Registration includes attendance for ONE full-day institute on Tuesday during which lunch is provided. Sessions capped at 25 participants; if an institute has fewer than 10 registrants by September 6, 2018, we reserve the right to cancel the session. If this occurs, we will notify you to see if you are interested in attending a different institute or if you would prefer to be refunded your fee.

Colorado Scholarship Recipients

If you work in child welfare in Colorado you may be eligible to receive a scholarship that covers the conference registration fee. Please contact your county leadership regarding eligibility and registration information as you are asked to register through a different portal.

Cancellation Policy

Any request for a refund must be submitted in writing to the Kempe Center by September 15, 2018. A service fee of $100 will be charged for all cancellations received by September 15, 2018. Cancellations after September 15, 2018, and before October 9, 2018 will be charged one-half the conference registration fee. Cancellation notifications received after October 10, 2018 are not eligible for refunds. You may transfer your registration to another person without charge. Please send substitutions and cancellation notices to kempeconference@ucdenver.edu.
About Vail

Vail is world renowned for being winter’s playground, but the locals will tell you that fall is an especially lovely time to visit. It is quiet and peaceful and depending on the weather, you will see the bright colors of fall or some of the first light snowflakes of the season. Vail offers some fabulous dining options with well-known chefs and restaurants and since it is off-season, many offer great discounts to entice you. There are many hikes and bike trails available for those searching for a connection with nature. For those looking for some retail therapy, there are more than enough shops and boutiques to keep you busy.

Lodging

This year’s conference will be held at the Vail Marriott Mountain Resort in the Lionshead Village of Vail, Colorado. The resort offers a full-service spa, an indoor pool and hot tub, several outdoor hot tubs, a rental center for bikes and other fall gear, as well as a full-service restaurant. The Vail Marriott Mountain Resort is walking distance from the heart of the village or a free shuttle is available to the Village.

We have secured a reduced rate of $110 per night for a standard room, plus 9.8% taxes. Complimentary in-room internet is included. Room rates booked outside the room block will be at the Hotel’s discretion and available space. The group rate is guaranteed for reservations made on or before September 24, 2018 at which time a one-night deposit will be charged. Any reservations made after September 24, 2018 shall be at the hotel’s then current available rate. If your reservation is canceled after September 24, 2018 you will forfeit the deposit equal to one night room and tax. You may make your reservation online at the following link: BOOK HERE or by calling 877-622-3140.

Lodging discounts of 35% off are available next door at the Antlers for conference attendees. To book attendees call 1.800.843.8245 and request rates for the Kempe Center Conference and/or Leader #166378.

Travel

AIR TRAVEL

- Denver International Airport (DEN) - Vail is about a 2-hour drive west of the Denver International Airport off of I-70 All major airlines serve Denver International Airport including several budget-friendly airlines. (Once you arrive at either airport, you can either secure a car rental or group shuttle).
- Eagle County (Vail) Airport (EGE) – Vail is a 30-minute drive east of Eagle. (Once you arrive at either airport, you can either secure a car rental or group shuttle).

CAR RENTALS / PARKING

- There are numerous rental car companies located a 5-minute shuttle ride away from the airport. Driving directions to the Marriott are available in the following link: MAP.
- Valet parking is available at the Vail Marriott Mountain Resort at a reduced rate of $15 per day or complimentary self-parking is available nearby in the Lionshead parking lot.

SHUTTLE

- Colorado Mountain Express (CME) Shuttle Company
- CME has offered a discounted rate for transport from Denver International Airport to Vail Marriott Mountain Resort. BOOK HERE with the discounted rate. To book over the phone call: 970-754-7433 and use group code “KEMPE”.
- Discounted rates Denver International Airport (DEN) range from $72/person for a shuttle van to $379 for a 10-passenger private vehicle (charter van).
- Discounted rates Eagle County Airport (EGE) range from $40/person for a shuttle van to $206 for a 10-passenger private vehicle (charter van).
- Shared Ride Shuttle rates are per-person, one-way and the Private Vehicle rates are per-vehicle, one-way. Private Vehicle rates are inclusive of gratuity.
**Elevation / Weather**

Vail is a mountain town at about 8000 feet above sea level. Some people are more sensitive to the elevation than others. We recommend you drink lots of water before you travel into the mountains and while you are there to help prevent any symptoms of altitude sickness. Symptoms: headache, nausea and vomiting, dizziness, tiredness, loss of appetite, upset stomach, feeling unsteady, shortness of breath, increased heart rate, difficulty sleeping and generally feeling unwell. Mountain weather can be extreme at times with warmer temperatures during the day and colder temperatures at night, but in October the temperature is usually 40 - 50 degrees during the day and 10 - 20 degrees at night. We suggest you check the weather before traveling.

**Attire**

Business casual attire is encouraged at this event. The temperatures in the conference rooms will be monitored for your comfort, but we do recommend that you bring a shawl or sweater with you, as it does take a while to adjust the temperatures, and the conference rooms are often quite cool at the beginning of the day.

**Scholarships**

**ROOM MONITOR SCHOLARSHIP**

We are offering 9 scholarships that cover the conference registration fee for the Conference on October 17-19, 2018. The scholarship does NOT include any travel costs. In exchange for the scholarship, recipients agree to serve as room monitors for 8 conference sessions, that occur from Wednesday to Friday. Responsibilities will include: monitoring room temperature, calling IT support for AV challenges, distributing speakers’ handouts, and supporting the collection of session evaluations. Priority will be given to students and first-time conference attendees. If you wish to be considered for this scholarship, please send an email by Friday, August 31st to kempeconference@ucdenver.edu and express your interest in this conference, what you hope to gain, and how the learning applies to your work.

**COLORADO COUNTY CHILD WELFARE SCHOLARSHIP**

The Colorado Department of Human Services is providing scholarship dollars to cover the standard conference registration fees for approximately 160 individuals who work in Colorado county child welfare and/or work with community partner agencies who provide services to child-welfare involved families. For the pre-conference skills institutes, an additional 100 scholarships are available for Colorado county child welfare staff. The scholarships do not compensate for any travel costs such as hotel, meals, mileage, airfare, or incidentals. County leadership will be determining scholarship eligibility within each of their counties. If you are a Colorado county child welfare worker or community partner who is interested in the scholarship please contact your supervisor to learn more information about how to apply. Registration for scholarship recipients will occur through a separate registration portal that is password protected. You will need to receive this information from your county leadership and you must register through the scholarship portal in order to attend the conference and/or the pre-conference skills institutes. If you have any questions, please contact your county leadership or KempeConference@ucdenver.edu.

**CONTINUING EDUCATION UNITS**

Participants may earn up to 14 CEUs provided by the Washington Chapter, National Association of Social Workers (NASW) for Licensed Social Workers, Licensed Marriage & Family Therapists, and Licensed Mental Health Counselors. If attending the Skills Institutes, you can earn an additional 6 credits. CEUs are available for $25. Participants will be required to collect a presenter’s signature at each session they attend and return the CEU signature sheet prior to leaving the conference in order to receive the CEUs.

**Exhibitors**

Are you interested in exhibiting at the conference? With hundreds of professionals in child welfare attending the conference, it is a wonderful way to share your resources, knowledge, and professional services! Please keep the first two sentences of the Exhibitor section, and change the rest to say: Exhibitors will be charged $500 (non-profit), $600 (for profit). This fee includes one registration for the conference for a booth in the center of the conference activities and be listed in the conference program. Detailed information, along with the exhibitor registration form can be found at www.KempeConference.org
ABOUT THE KEMPE CENTER

The Kempe Center for the Prevention and Treatment of Child Abuse and Neglect strives to improve the care and well-being of all children by strengthening families, communities, and the systems that serve them. We believe abuse and neglect are preventable, children are resilient, and supportive care can bring health and hope. The Kempe Center was the first of its kind, established in 1972 to better understand and prevent child maltreatment and to serve affected children and their families. For the past 45 years, Kempe has promoted understanding, knowledge, and best practices to prevent and treat child abuse and neglect locally, nationally, and internationally. Kempe fulfills its mission through the four pillars of research and evaluation; training, technical assistance, and education; clinical service delivery, and advocacy. Through their work across these four pillars Kempe Center faculty support innovation in systems and communities that work with vulnerable children, youth, and families in a variety of ways. Kempe is proud to house innovative efforts around family group decision making (FGDM) and differential response (DR) in addition to many others.

2018 INTERNATIONAL CONFERENCE ON
Innovations in Family Engagement

OCTOBER 16-19, 2018

www.kempeconference.org

Contact

KempeConference@ucdenver.edu