

Ramkota Inn  
Bismarck, ND

 **July 23rd-25th, 2019** 

# NORTH DAKOTA CHILDREN AND FAMILY SERVICES CONFERENCE

Safe Children, Strong Families

Sponsored by The Children and Family Services Division of the  
ND Department of Human Services and the UND Children  
and Family Services Training Center.

# 2019 NORTH DAKOTA CHILDREN AND FAMILY SERVICES CONFERENCE

## Registration Fee Options:

\$150 for full conference

\$50 for daily rate

Registration available online @ [www.cfstc.und.edu](http://www.cfstc.und.edu)

## Conference Details

**Lodging** is available at the Ramkota Inn and Conference Center (701-258-7700). Please call to reserve your room before **July 1, 2019** to ensure the Conference Rate. Please inform the Ramkota that you are attending the ND Children and Family Services Conference.

**Continuing education credits** will be available for social workers. Approval for continuing education credits for licensed professional counselors, addiction counselors, legal professionals, and law enforcement officials are pending at this time. Questions about continuing education credits can be directed to the Children and Family Services Training Center at (701) 777-3442.

A **display area** will be available in the Courtyard of the Ramkota Inn. The cost of a display table will be \$50. If you are interested in providing a display, please reserve your table on-line at [www.cfstc.und.edu](http://www.cfstc.und.edu).

**Special thanks to our 2019 Children and Family Services Conference sponsors:**





# Conference Agenda

**Tuesday, July 23, 2019**

**7:00 am Registration**

**9:30 am Welcome** – Lauren Sauer, Assistant Director of the Children and Family Services Division, North Dakota Department of Human Services

**10:00 am Plenary Workshop: Advancing Practice with Families Impacted by Caregiver Substance Use** – Jade Woodard  
Supporting families impacted by caregiver substance use requires an understanding of substance use disorders, the ability to clearly define safety concerns and describe protective capacity, and development of individualized and meaningful treatment plans. This interactive presentation will give participants the opportunity to consider critical decision points in child welfare cases to build a consistent response when working with families impacted by substance use.

**12:00 – 1:30 pm Lunch on Your Own**

**1:30 – 3:00 pm A Concurrent Workshops**

**A-1 Building Safety When Parents Use Substances** – Jade Woodard

What is the point at which a parent who uses substances creates an unsafe environment for a child? How can you build a consistent, best-practice response when working with families affected by substance use? This session will provide participants the opportunity to consider the impacts of substance use on child welfare practice – from screening to assessment to an ongoing case – and will enhance safety-building practices with families when substance use is a factor.

**A-2 Adolescent SBIRT (Screening, Brief Intervention, and Referral to Treatment)** – Shannon Christensen and Rori Douros

Participants will learn what SBIRT stands for and what each component means as well as understand why SBIRT is relevant and important for use with adolescents and young adults. Additionally, participants will learn how alcohol use is measured—what constitutes one drink. Furthermore, they will understand the prevalence of substance-use among adolescents and how using SBIRT can prevent longer-term problems.

***Repeated in B-2***

**A-3 Expressive Writing: It May Help You to Move Past a Traumatic Event or Life Stressor** – David Conrad

In this training, David will introduce participants to the concept of expressive writing including how you can benefit from using it. More specifically, he will discuss how expressive writing can help staff to move past a challenging or traumatic event that they are thinking, dreaming or worrying about. In the training, participants will be provided with guidelines on how to practice expressive writing. As part of the training, David will also discuss the importance of utilizing self-care to protect oneself from the inevitable stress and trauma attendees encounter in their work and will provide participants with a self-care self-assessment survey.

**A-4 Cultural Competency and Communication** – Stephanie DeCoteau

This two-part presentation focuses: 1. How we work toward cultural competency and 2. Building an understanding of the current state of Native American communities. We will look at our own cultural viewpoint and how it impacts our interactions with others, discuss what it means to be culturally competent, and then how to nurture a sense of lifelong learning about the people around us. We also cover the relationship between Native American Tribes and the United States and how that has impacted tribal communities, families and individuals. Most fun is learning more about some of the characteristics of the tribes of North Dakota as this is pertinent to creating better working relationships.

***Continued in B-4***

**A-5 Transition Aged Youth: Building Community Connections** – Tom Kopp and Christina Hemmer  
In 2018, Dakota Boys and Girls Ranch launched the HOME program, a group of apartments where young adults 18+ in the foster care system can find Hope, Opportunity, Mentoring and Experience. In this session, we will review what we learned as we developed this program. In this session, you will learn how we gathered information and feedback from national partners and population to be served, how to assess the skills of youth as they prepare to transition to adulthood, and how to create plans that are individualized for each participant's needs and safety. We will also share what we have learned through this program, and the importance of creating community/social permanence. If available, we will briefly review the new North Dakota Supervised Independent Living Programming proposed rules as part of the FFPSA transition. Note: Individuals served by the HOME program may join this presentation to provide their firsthand experiences. Due to the voice and choice they have in participation, they may or may not choose to join us.

**A-6 Face It Better Together: A New Approach to Addiction Support** – Jennifer Horning  
Stigma, shame, and lack of access to support are just some of the barriers that keep people from seeking help for alcohol and other drug addiction. Face It TOGETHER is a nonprofit organization that offers professional peer coaching for people living with addiction, including loved ones of those with the disease. Learn more about their innovative approach, which focuses on helping people develop practical skills and tools to successfully manage addiction or better support a loved one. Face It TOGETHER's coaching is highly effective, with 81% of their members improving their wellness. Face It TOGETHER has coaching centers in Bismarck and Fargo and can coach remotely to any location by phone or secure video through their mobile app.

***Repeat in B-6***

**A-7 It's All Relative: Driving the Evolution of Kinship Care** – Tyler Allen  
Children achieve better outcomes, maintain a closer connection to parents and siblings, and experience fewer disruptions when in kinship care. Yet unlike foster parents who go through a period of training and certification in preparation for their role as caregivers, kinship caregivers may answer an emergency call to step up for a family member with little time to prepare. Increasing the use and support of kinship caregivers requires change throughout multiple levels of an agency.

How can communities strengthen families by supporting out-of-home placements with relative caregivers? Join us to hear about Colorado's work in Kinship care support. You will hear about:

- Strategies and supports that encourage kinship care placements;
- Highlights from leaders and families in innovative kinship programs; and
- Community partnerships and resources that help agencies offer this programming.

**3:00 – 3:30 pm Afternoon Break**

**3:30 – 5:00 pm B Concurrent Workshops**

**B-1 Impacts & Implications of Prenatal Substance Exposure** – Jade Woodard  
When children or youth have been prenatally exposed to substances, assessing the risks and developing a plan to support the family can be complicated. This session will review latest research on the effects of prenatal substance exposure as well the unique challenges associated with maternal substance use and the implications for child safety. Participants will get the opportunity to explore assessing and responding to related concerns.

**B-2 Adolescent SBIRT (Screening, Brief Intervention, and Referral to Treatment)** – Shannon Christensen and Rori Douros

Participants will learn what SBIRT stands for and what each component means as well as understand why SBIRT is relevant and important for use with adolescents and young adults. Additionally, participants will learn how alcohol use is measured—what constitutes one drink. Furthermore, they will

understand the prevalence of substance-use among adolescents and how using SBIRT can prevent longer-term problems.

***Repeat of A-2***

**B-3 Relaxation: Identifying Helpful Activities, Recognizing the Obstacles to Utilizing Them, and Taking Steps to Overcome the Obstacles – David Conrad**

In this interactive training, the facilitator will provide different definitions of relaxation, identify why we need to relax and pinpoint common obstacles to utilizing relaxation strategies. As part of the training, the facilitator will ask participants to informally practice relaxation and mindfulness-based exercises.

**B-4 Cultural Competency and Communication – Stephanie DeCoteau**

This two-part presentation focuses: 1. How we work toward cultural competency and 2. Building an understanding of the current state of Native American communities. We will look at our own cultural viewpoint and how it impacts our interactions with others, discuss what it means to be culturally competent, and then how to nurture a sense of lifelong learning about the people around us. We also cover the relationship between Native American Tribes and the United States and how that has impacted tribal communities, families and individuals. Most fun is learning more about some of the characteristics of the tribes of North Dakota as this is pertinent to creating better working relationships.

***Continuation of A-4***

**B-5 Students in Transition: Services for Homeless Youth – Sherrice Roness**

This presentation will be informational to service providers and school staff who engage with students who are in transition or are homeless. Bismarck Public Schools has a program implemented to assist these students by offering them extended services to assist in creating a stable educational experience. This program not only assists in dealing with the student's education, but by thinking outside the box, to diminish barriers these particular students face on a daily basis due to their temporary housing.

**B-6 Face It Better Together: A New Approach to Addiction Support – Jennifer Horning**

Stigma, shame, and lack of access to support are just some of the barriers that keep people from seeking help for alcohol and other drug addiction. Face It TOGETHER is a nonprofit organization that offers professional peer coaching for people living with addiction, including loved ones of those with the disease. Learn more about their innovative approach, which focuses on helping people develop practical skills and tools to successfully manage addiction or better support a loved one. Face It TOGETHER's coaching is highly effective, with 81% of their members improving their wellness. Face It TOGETHER has coaching centers in Bismarck and Fargo and can coach remotely to any location by phone or secure video through their mobile app.

***Repeat of A-6***

**B-7 Building our Toolboxes: Innovative Approaches to Kinship Navigation – Tyler Allen**

This session will be a facilitated dialogue with attendees on how to work around some of the hurdles when it comes to working with kinship families. The objective will be to develop a toolbox of ideas on how to best engage kinship providers and offer some concrete ideas for workers and administrators to take back and implement both systemically and directly?

**5:15 – 6:15 pm Let's "Taco Bout" Keeping ND Children Safe – Social Hour with meal in Courtyard**

**6:30 – 8:30 pm Evening Session**

**Ethics: What Family First Means for Family Engagement – Ida Drury**

In this session, we will focus on the Social Work Code of Ethics, and how we practice ethically in the context of Family First, where Family Engagement becomes more important than ever for the work of child welfare. We will talk through Micro, Mezzo, and Macro examples of family engagement in child welfare, and discuss the role of social work in moving the goals of Family First forward.



## Wednesday, July 24, 2019

**7:30 – 8:30 am Continental Breakfast**

**8:30 – 10:00 am C Concurrent Workshops**

**C-1 Psychotropic Medications: A Review for Patients, Guardians, Advocates and Care Providers – Dr. Andrew McLean**

This discussion will include an overview of classes of medications used for mood and anxiety problems, ADHD and psychosis, among others illnesses. Information relating to both benefits and adverse effects will be provided.

**C-2 Screening, Brief Intervention, and Referral to Treatment – Dr. Maridee Shogren and Dr. Christine Harsell**

SBIRT JumpStart: This breakout session is aimed to help you Jump Start your Screening, Brief Intervention and Referral to Treatment (SBIRT) skills. It is designed for health professionals new to SBIRT and for those desiring a refresher training. The speakers will address screening tools for the general population, discuss a Brief Negotiated Interview and the “FLO” method, and introduce the warm handoff to referral for treatment.

***Repeat in D-2***

**C-3 I’m Tired: The Emotional Labor of Child Welfare – Ida Drury**

We’ve all heard of physical labor: doing the heavy lifting, building, and tearing down. Child welfare, though, is done through emotional labor. This is the work we do to mask or manipulate our emotions, or the help we give others to de-escalate or make personal change. Just like physical labor, we feel pride in a job well done, but when the balance tips, we are exhausted and overwhelmed. In fact, we may even become burned out and ultimately leave the work that used to fill us up. Participants will take a self-assessment of emotional labor performance, emotional exhaustion, and burnout. Using the information gained, they will develop a concrete strategy for avoiding or alleviating burnout which they can take back to the field. It’s not all doom and gloom! Sometimes putting words to what we’re feeling is just what the doctor ordered. Come to this session to learn about the research behind emotional labor and the strategies you need to keep you (and the people you work with) healthy and happy in emotionally intense positions. Be prepared to get to know your peers, laugh, and learn!

***Continued in D-3***

**C-4 Infant Safe Sleep: Child Welfare’s Role – Jenn Grabar and Sarah Massey**

Safe sleep environments reduce the risk for sleep-related infant deaths. Participants will learn about the American Academy of Pediatrics recommendations for a safe sleep environment, what a safe sleep environment looks like and ways to reduce the risks for SIDS. Learn about child welfare’s role in promoting safe sleep through sleep arrangement assessments, providing education on safe sleep practices and referring families to safe sleep resources.

**C-5 Dual Status Youth Initiative – Nicole Leitner**

This session will be an overview of the North Dakota Dual Status initiative, which is a collaboration between the North Dakota Supreme Court and North Dakota Department of Human Services. Starting in the spring of 2017 the State has been working with the Robert F. Kennedy (RFK) Foundation to help identify dual status youth in ND. Dual status youth are children and adolescents who encounter both the child welfare and juvenile justice (delinquency) systems. Regardless of their formal legal status, dual status youth are among the most vulnerable and challenging populations served by public agencies. Research suggests that dual status youth have experienced complex trauma – typically repeated or prolonged trauma within family or caregiver relationships – at significantly higher rates than other youth. Complex trauma, in turn, is associated with the types of behavioral problems that can bring children and youth into contact with delinquency systems. Despite these troubling outcomes and very real systemic obstacles, there is reason for optimism. Dual status youth – like all children and youth – are highly

responsive to therapeutic interventions, trauma informed care and developmentally appropriate interventions. Child welfare and delinquency systems across the country have begun to collaborate to coordinate their responses to dual status youth and families and, in doing so, to improve the services and supports available to children, youth, families and the child welfare and delinquency professionals who serve them. Participants in the workshop will understand the protocol involved in identifying dual status youth, what to do when dual status youth are identified, engaging dual status youth, and the use of multi-disciplinary teams in discovering the best option available for the treatment of dual identified youth.

- C-6 Using What We Know about Childhood Trauma to Engage Caregivers** – Heather Simonich  
Dust off your trauma lenses and let's take a look at how we can use our understanding of childhood trauma to more effectively engage caregivers. The research is clear that we must engage and support caregivers if our goal is to help children thrive. In this session, we will briefly review what we know about childhood trauma, how it can manifest in the caregivers we work with, and dive deep into practical strategies for supporting caregivers impacted by childhood trauma.  
***Repeat in D-6***

**10:00 – 10:30 am Morning Break**

**10:30 – 12:00 pm D Concurrent Workshops**

- D-1 Shared Decision-Making** – Dr. Andrew McLean  
Often, patients or surrogate decision-makers will simply go along with a practitioner's recommendation of treatment. Or, they will struggle with how to have a conversation about treatment options. This presentation will provide information and tools regarding Shared Decision-Making as it pertains to psychiatric care.
- D-2 Screening, Brief Intervention, and Referral to Treatment** – Dr. Maridee Shogren and Dr. Christine Harsell  
SBIRT JumpStart: This breakout session is aimed to help you Jump Start your Screening, Brief Intervention and Referral to Treatment (SBIRT) skills. It is designed for health professionals new to SBIRT and for those desiring a refresher training. The speakers will address screening tools for the general population, discuss a Brief Negotiated Interview and the "FLO" method, and introduce the warm handoff to referral for treatment.  
***Repeat of C-2***
- D-3 I'm Tired: The Emotional Labor of Child Welfare** – Ida Drury  
We've all heard of physical labor: doing the heavy lifting, building, and tearing down. Child welfare, though, is done through emotional labor. This is the work we do to mask or manipulate our emotions, or the help we give others to de-escalate or make personal change. Just like physical labor, we feel pride in a job well done, but when the balance tips, we are exhausted and overwhelmed. In fact, we may even become burned out and ultimately leave the work that used to fill us up. Participants will take a self-assessment of emotional labor performance, emotional exhaustion, and burnout. Using the information gained, they will develop a concrete strategy for avoiding or alleviating burnout which they can take back to the field. It's not all doom and gloom! Sometimes putting words to what we're feeling is just what the doctor ordered. Come to this session to learn about the research behind emotional labor and the strategies you need to keep you (and the people you work with) healthy and happy in emotionally intense positions. Be prepared to get to know your peers, laugh, and learn!  
***Continuation of C-3***
- D-4 Empowering Communities through the Promotion of Trauma-Informed Systems** – Sandy Tibke and Dorothy Henry  
The presenters will talk about things they learned through the North Dakota MIECHV Innovation Project. The projects goals were to promote trauma-informed systems through the introduction and incorporation of trauma concepts based in neuroscience, epigenetics, adverse childhood experiences, and

resiliency. The landmark Adverse Childhood Experiences (ACE) Study examined the lifelong health and social effects of 10 different childhood stressors and determined that these are powerful determinant of the public's health. PCAND has begun to disseminate this knowledge by serving as the host for the ACE Interface Master Training in the state.

Prevent Child Abuse North Dakota promoted trauma-informed systems through the following objectives:

- Trained expert presenters who deliver ACE and related scientific findings
- Hosted dialogue with people throughout North Dakota to support locally tailored action to prevent ACEs and their effects
- Educated MIECHV home visitors to skillfully engage in conversation with parents about how their childhood adversity has affected them
- Developed video training modules about trauma, including the experience and impacts of historical trauma
- Convened leaders to co-create ACE-informed policy and program improvements
- Listened to the voices of people most affected by adversity and trauma, while helping people to employ trauma-informed approaches in our relationships, practices, and policies

Finally, you will learn about the next steps for state system and community development with the Community Resilience Initiative and Guiding NEAR training and how it can be utilized to inform policy at the state and local level.

**D-5 And....How Are the Children? Child Advocacy Roundtable** – Members of the ND Children's Caucus

We are rich with advocacy opportunities after this legislative session. In this session, we will review recent data, new legislative initiatives, and explore opportunities to bring practicing professionals and citizens to the table to speak their experience and truth. This will be an interactive process - come prepared to work and think shoulder-to-shoulder with your colleagues.

**D-6 Using What We Know about Childhood Trauma to Engage Caregivers** – Heather Simonich  
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***Repeat of C-6***

**12:00 – 1:30 pm Lunch on Your Own**

**1:30 – 3:00 pm Plenary Workshop: The Neurobiology of Addiction**– Dr. Andrew McLean  
Why do people become “addicted?” This presentation will review the complex science of addiction, from both “cause” as well as “treatment” aspects.

**3:00 – 3:30 pm Afternoon Break**

**3:15 - 3:30 pm ICWA Champion**  
Please join us as the Native American Training Institute in collaboration with the MHA, Standing Rock, and Spirit Lake Nations and the Turtle Mountain Band of Chippewa honor individuals who have been identified by their peers to be strong advocates of the Indian Child Welfare Act. One nominee will be selected as the 2019 ICWA Champion. This award is a symbol of Tribal appreciation for the hard work, dedication and partnership that exemplifies not only the letter, but the Spirit of ICWA.

**3:30 – 5:00 pm Plenary Workshop: North Dakota Youth Leadership Board: A Panel Presentation** – Facilitated by Jose Saez and Liz Kemp  
In this session, attendees will participate in a panel presentation by the North Dakota Youth Leadership Board. The Youth Board will share some of their experiences during their time in care and their ongoing



transition to independence. The presentation focuses on keys to creating healthy relationships between foster parents and children, as well as informs youth in placement about the benefits of the 18 plus continued care program and the Educational Training Voucher, from those that have been involved in the foster care system. The presentation is intended for youth in foster care, foster parents, and service providers.

**Thursday, July 25, 2019**

**7:30 – 8:30 am      Breakfast Buffet**

**8:30 – 9:00 am      Welcome and Overview of Senate Bill 2124 (Social Services Redesign) – Chris Jones**

Chris Jones, Director of the North Department of Human Services will review the legislative decisions outlined in Senate Bill 2124, the Social Services Re-Design Bill, including intended outcomes for the re-design and next steps in implementation.

**9:00 – 10:00 am      Children and Family Services Panel and Pilot Projects – Sara Stolt, Marlys Baker, Diana Weber, Tracy Miller, and County Social Services Representatives**

Sara Stolt, Transformation Manager for the Department of Human Services will facilitate a panel discussion of program re-design efforts in child welfare services including lessons learned from pilot projects. Additionally, the Children and Family Services Division will highlight some of the successes of the past year and the challenges for the coming years.

**10:00 – 10:15 am      Morning Break**

**10:15 – 12:00 pm      Theory of Constraint's Impact on Social Services – Kristen Cox**

Kristen Cox, Executive Director of Utah Governor's Office Management and Budget and key consultant for the North Dakota Child Welfare Re-Design, will discuss Theory of Constraints and how applying theory of constraints to social services is transforming the North Dakota child welfare system to be more efficient and responsive in meeting the needs of the families of North Dakota.

**12:00 pm      Conference Ends**

**We look forward to seeing you at next year's Children and Family Service Conference!**