

# USF Child Welfare Training Consortium Competency Crosswalk

<b>CM K1-K26 Combines Professional and Legal Responsibilities, Documentation Requirements</b>		
<b>Knowledge Base (K)</b>	<b>Previous Florida Competencies</b>	<b>Pre-Service Curriculum Location</b>
<b>K1.</b> Importance of professional ethical standards in child welfare practice and the consequences of violating ethical standards. <b>(K26)</b>	<b>1, 2</b>	<b>OR, CWFVP Online Course, Phase I Field Activities</b>
<b>K2.</b> Ethical issues involved in the delivery, development, and management of specific child welfare direct services. <b>(K27)</b>	<b>1</b>	<b>CP, ADP, CWFVP Online Course, Phase I Field Activities</b>
<b>K3.</b> Chapter 39, Florida Statutes definitions for various forms of child maltreatment, including: abused child, neglected child and dependent child. <b>(K25)</b> The Fostering Connections Act. <b>(K23)</b>	<b>6, 9, 26, 105</b>	<b>LGI, LGII, MAL, SP, R&amp;P, CP, ADP, OAP, Human Trafficking Online Course</b>
<b>K4.</b> The philosophy, purpose, requirements, and application of federal and state child welfare policy and legislation, including the Adoption and Safe Families Act (ASFA), the Indian Child Welfare Act (ICWA), the Multi-ethnic Placement Act (MEPA), the Interstate Compact for the Placement of Children (ICPC), the Florida Statutes, the Florida Administrative Code, and all related laws. <b>(K24)</b>	<b>15, 16, 105</b>	<b>OR, LGI, FP, INT, AS, R&amp;P, CP, OAP, ADP, Human Trafficking Online Course, Phase I Field Activities</b>
<b>K5.</b> Elements of reporting abuse and neglect to the Abuse Hotline. <b>(K28)</b>	<b>31, 118</b>	<b>MAL, OAP, Human Trafficking Online Course</b>
<b>K6.</b> Confidentiality regulations. <b>(K30)</b>	<b>11, 132, 134</b>	<b>OR, LGI, MAL, R&amp;P, OAP, ADP, Human Trafficking Online Course, Phase I Field Activities, FSFN (OR)</b>
<b>K7.</b> Case manager’s legal responsibilities to children, parents, foster parents and others according to Florida Administrative Code. <b>(K38)</b>	<b>101, 105, 132, 134</b>	<b>OR, R&amp;P, CP, OAP, ADP, IL, Phase I Field Activities</b>

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<b>Knowledge Base (K)</b>	<b>Previous Florida Competencies</b>	<b>Pre-Service Curriculum Location</b>
<b>K8.</b> The importance of adhering to the provisions of federal and state statutes in child welfare casework. <b>(K22)</b>	<b>7, 8, 9, 62, 105, 132, 134</b>	<b>OR, LGI, LGII, FP, MAL, SP, R&amp;P, CP, OAP, ADP, IL, Human Trafficking Online Course, Phase I Field Activities Online Course</b>
<b>K9.</b> Purpose and timeframes for dependency court hearings and petitions. (K23)Legal protections afforded to families and children by juvenile court intervention and the potential detrimental consequences if legal procedures are not followed. <b>(K24)</b>	<b>7, 9, 14, 62, 105, 115, 134</b>	<b>OR, LGI, LGII, AS, R&amp;P, CP, OAP, ADP, Human Trafficking Online Course</b>
<b>K10.</b> Legal requirements and case manager’s role for the removal and placement of children. <b>(K26)</b>	<b>8, 9, 42, 62, 82, 109</b>	<b>OR, LGI, LGII, FP, MAL, SP, AS, R&amp;P, CP, OAP, ADP, IL, Human Trafficking Online Course, Phase I Field Activities</b>
<b>K11.</b> A child’s statutory right to participate in case planning and attend court proceedings. <b>(K27)</b>	<b>7, 8, 9, 107</b>	<b>OR, LGI, LGII, FP, MAL, SP, R&amp;P, CP, OAP, ADP, IL, Staffings Online Course</b>
<b>K12.</b> The role and responsibilities of participants in legal proceedings, including Children’s Legal Services, Children’s lawyer, Defense attorney, Judge, Guardian Ad Litem. <b>(K28)</b>	<b>7, 9, 105</b>	<b>LGI, LGII, R&amp;P, CP, OAP, ADP, Court Preparation &amp; Participation Online Course</b>
<b>K13.</b> Caseworker's responsibilities in locating and contacting absent biological parents and putative fathers for court actions. <b>(K29)</b>	<b>7, 8, 9, 44, 134</b>	<b>OR, LGI, LGII, FP, MAL, SP, R&amp;P, CP, OAP, ADP, IL, Phase I Field Activities</b>

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<b>Knowledge Base (K)</b>	<b>Previous Florida Competencies</b>	<b>Pre-Service Curriculum Location</b>
<b>K14.</b> Penalties and resulting agency and caseworker liability for submitting falsified documents, case notes and case plans to the court. <b>(K37)</b>	<b>10, 134</b>	<b>OR, LGI</b>
<b>K15.</b> Organizational risk management issues. <b>(K32)</b>	<b>139</b>	<b>OR, LGI, LGII, MAL, SP, R&amp;P, OAP, Human Trafficking Online Course, Phase I Field Activities</b>
<b>K16.</b> Required performance standards and casework best practices. <b>(K31)</b>	<b>97, 132, 134</b>	<b>OR, R&amp;P, CP, OAP, Phase I Field Activities</b>
<b>K17.</b> Quality assurance practices and standards. <b>(K29)</b>	<b>132, 133, 134</b>	<b>OR, ADP, Phase I Field Activities, FSFN (CP, OAP)</b>
<b>K18.</b> The role and responsibility of the case manager to drive the case and to gather, assess, understand, integrate, and communicate all case information in order to ensure informed decision making by all parties to the case. <b>(K39)</b>	<b>97, 102</b>	<b>R&amp;P, CP, OAP, IL, Staffings Online Course, Court Preparation &amp; Participation Online Course, Phase I Field Activities</b>
<b>K19.</b> Case situations (including removal of children) that may be inherently threatening and stressful to clients and may result in desperate behavior; knowledge of de-escalation skills and techniques. <b>(K25)</b>	<b>139, 141, 142</b>	<b>OR, MAL</b>
<b>K20.</b> How stress can affect one's behavior. <b>(K36)</b>	<b>140</b>	<b>*Will need curriculum update</b>
<b>K21.</b> Definitions and fundamental concepts of culture and diversity. <b>(K33)</b>	<b>15, 16</b>	<b>OR, LGI, FP, INT, AS, R&amp;P, CP, OAP, ADP, CWFVP Online Course</b>

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<b>CM K1-K26 Combines Professional and Legal Responsibilities, Documentation Requirements</b>		
<b>Knowledge Base (K)</b>	<b>Previous Florida Competencies</b>	<b>Pre-Service Curriculum Location</b>
<b>K22.</b> Origins and tenets of one's personal value system, cultural background, and beliefs; understands how these may influence actions and decisions in child welfare practice. <b>(K34)</b>	<b>1</b>	<b>CP, ADP, CWFVP Online Course</b>
<b>K23.</b> Client differences in culture and ethnicity. <b>(K35)</b>	<b>15, 16</b>	<b>OR, LGI, FP, INT, AS, R&amp;P, CP, OAP, ADP, CWFVP Online Course, Human Trafficking Online Course</b>
<b>K24.</b> The importance of timely, accurate case documentation for agency accountability. <b>(K19)</b>	<b>97, 112, 113, 114, 115, 116, 118, 131, 132</b>	<b>AS, R&amp;P, CP, OAP, ADP, IL, Phase I Field Activities, FSFN (OR, MAL, AS, R&amp;P, CP, OAP, ADP)</b>
<b>K25.</b> Multiple types, purposes, and uses of case documentation. <b>(K20)</b>	<b>26, 27, 28, 29, 30, 112, 113, 114, 116, 131, 134</b>	<b>OR, MAL, SP, AS, R&amp;P, CP, OAP, ADP, IL, Phase I Field Activities, FSFN (OR, MAL, AS, R&amp;P, CP, OAP, ADP)</b>
<b>K26.</b> Benefits of formally documenting the case plan in the case record. <b>(K21)</b>	<b>112, 113, 114, 115, 116, 131, 134</b>	<b>OR, AS, R&amp;P, CP, OAP, ADP, IL, FSFN (OR, MAL, AS, R&amp;P, CP, OAP, ADP)</b>

# USF Child Welfare Training Consortium Competency Crosswalk

<b>CM K27-K31 Family and Community Engagement</b>		
<b>Knowledge Base (K)</b>	<b>Previous Florida Competencies</b>	<b>Pre-Service Curriculum Location</b>
<b>K27. Family centered practice. (K1)</b>	<b>2, 36, 54, 64, 66, 119</b>	<b>OR, FP, MAL, SP, AS, CP, OAP, ADP, Phase I Field Activities, FSFN (CP)</b>
<b>K28. Strength-based practice. (K2)</b>	<b>2, 36, 54, 64, 66, 119</b>	<b>OR, FP, MAL, SP, AS, CP, OAP, ADP, Phase I Field Activities, FSFN (CP)</b>
<b>K29. Trauma-informed care. (New)</b>	<b>35, 88</b>	<b>INT, OAP, Effects of Abuse &amp; Neglect Online Course</b>
<b>K30. Interviewing techniques that overcome resistance, build trust and establish rapport. (K3)</b>	<b>18, 19</b>	<b>INT, R&amp;P, CP, OAP, Human Trafficking Online Course, Phase I Field Activities</b>
<b>K31. Interviewing techniques that motivate subjects of the interview to change behaviors necessary to create positive change/ensure child safety. (K4)</b>	<b>19</b>	<b>INT, CP, OAP, Phase I Field Activities</b>

# USF Child Welfare Training Consortium Competency Crosswalk

<b>CM K32-K35 Assessment</b>		
<b>Knowledge Base (K)</b>	<b>Previous Florida Competencies</b>	<b>Pre-Service Curriculum Location</b>
<b>K32.</b> Definitions of abuse, neglect and abandonment with maltreatment as specified in Florida Statute, and administrative code. <b>(K5)</b>	<b>6, 26</b>	<b>LGI, LGII, MAL, R&amp;P, SP, OAP, Human Trafficking Online Course</b>
<b>K33.</b> Understands the challenges of conducting interviews with families who cannot fully express themselves in English. <b>(K6)</b>		<b>Human Trafficking Online Course</b>
<b>K34.</b> Knowledge of family dynamics and family systems. <b>(New)</b>	<b>15, 16, 49, 53, 55, 66, 67, 68, 69, 70</b>	<b>OR, LGI, FP, MAL, SP, INT, AS, R&amp;P, CP, OAP, ADP, FSFN (CP)</b>
<b>K35.</b> Knowledge of age appropriate sexual behavior and age appropriate sexual knowledge on part of child. <b>(New)</b>	<b>26, 27</b>	<b>MAL, SP, R&amp;P, OAP, Effects of Abuse &amp; Neglect Online Course</b>

# USF Child Welfare Training Consortium Competency Crosswalk

<b>CM K36-K51 Safety Management, Service Planning and Delivery</b>		
<b>Knowledge Base (K)</b>	<b>Previous Florida Competencies</b>	<b>Pre-Service Curriculum Location</b>
<b>K36.</b> The values that underlie a family-centered approach to child welfare, in providing services to improve individual and family functioning within the context of the family's culture and community. <b>(K7)</b>	<b>2, 35, 36, 66</b>	<b>OR, FP, MAL, SP, INT, AS, CP, OAP, Phase I Field Activities, FSFN (CP)</b>
<b>K37.</b> Principles of family-centered practice are implemented in all phases of child welfare practice. <b>(K8)</b>	<b>2, 35, 36, 66</b>	<b>OR, FP, MAL, SP, INT, AS, CP, OAP, Phase I Field Activities, FSFN (CP)</b>
<b>K38.</b> The skills and resources that parents need to provide adequate care for their children. <b>(K9)</b>	<b>120</b>	<b>CP, OAP, Phase I Field Activities</b>
<b>K39.</b> The importance of permanency planning at the time of first contact with the family. <b>(K10)</b>	<b>95, 102, 103, 111</b>	<b>R&amp;P, CP, OAP, IL, Phase I Field Activities</b>
<b>K40.</b> Purpose and activities of a variety of prevention programs designed to mitigate the negative effects for children who have been maltreated, and to support families in preventing the occurrence of further maltreatment. <b>(K11)</b>	<b>42, 99, 103</b>	<b>AS, R&amp;P, OAP, IL, Effects of Abuse &amp; Neglect Online Course</b>
<b>K41.</b> Roles and activities of the case manager in school-based programs to enhance children's adjustment in school, prevent academic failure and dropping out, and prevent maltreatment. <b>(K12)</b>	<b>97, 119, 120, 124, 125</b>	<b>OR, R&amp;P, CP, OAP, ADP</b>

# USF Child Welfare Training Consortium Competency Crosswalk

<b>CM K36-K51 Safety Management, Service Planning and Delivery</b>		
<b>Knowledge Base (K)</b>	<b>Previous Florida Competencies</b>	<b>Pre-Service Curriculum Location</b>
<b>K42.</b> Applicable federal, state, and school-based regulations, and relevant procedures of school systems: Structure of the school system and roles of specific school personnel; Provision of special educational programs for developmentally delayed and physically disabled students; School system protocol and confidentiality issues regarding interacting with children, parents, teachers and other school-related personnel; Education rights of children; privacy rights of parents regarding school issues; Provisions of the Americans with Disabilities Act (including Individual Educational Plans) and Individuals with Disabilities Educational Act (including 409 plans) that impact children in school; McKinney Act provisions that impact homeless children in schools	<b>11</b>	<b>LGI, MAL, R&amp;P, OAP, ADP, FSN (OR)</b>
<b>K43.</b> Early signs of placement stress and typical stages of foster and adoptive placement disruption, and knows how to intervene early to prevent disruption and retain foster parents. <b>(K14)</b>	<b>107, 109, 129</b>	<b>R&amp;P, OAP, ADP</b>
<b>K44.</b> Opportunities and strategies for co-parenting. <b>(New)</b>		<b>*Will need curriculum update</b>
<b>K45.</b> Approaches to plan and support major life transitions for children. <b>(New)</b>	<b>77, 78, 79, 80, 81, 99, 100, 101, 102, 103, 104, 106, 107, 108, 109, 110</b>	<b>OR, R&amp;P, CP, OAP, ADP, IL</b>
<b>K46.</b> Processes used in a variety of models for family group meetings to promote family involvement in case planning and decision making. <b>(K15)</b>	<b>119, 121, 124</b>	<b>OR, R&amp;P, CP, OAP, ADP</b>



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<b>CM K36-K51 Safety Management, Service Planning and Delivery</b>		
<b>Knowledge Base (K)</b>	<b>Previous Florida Competencies</b>	<b>Pre-Service Curriculum Location</b>
<b>K47.</b> Purpose and operations of a variety of work teams, and understands the worker's role in participating in these teams. <b>(K16)</b>	<b>119, 120, 121, 122, 123, 124, 127, 128, 129</b>	<b>OR, LGI, R&amp;P, CP, OAP, ADP, Staffings Online Course, Court Preparation &amp; Participation Online Course, Human Trafficking Online Course, Phase I Field Activities, FSFN (MAL)</b>
<b>K48.</b> Requirements for "substantial compliance" with the case plan. <b>(K17)</b>	<b>94, 105</b>	<b>R&amp;P, CP, OAP, ADP</b>
<b>K49.</b> Know when to engage child legal services (CLS). <b>(K18)</b>	<b>105, 120, 124</b>	<b>OR, R&amp;P, CP, OAP, ADP, Staffings Online Course, Court Preparation &amp; Participation Online Course</b>
<b>K50.</b> Developmentally appropriate skills for transitioning to adulthood for 13-18 year olds. <b>(New)</b>	<b>101, 102, 103</b>	<b>R&amp;P, CP, OAP, IL</b>
<b>K51.</b> Policy and best practices for children on psychotropic medications. <b>(New)</b>	<b>89</b>	<b>R&amp;P, CP, OAP</b>

# USF Child Welfare Training Consortium Competency Crosswalk

<b>PI K1 - K21 Child Protection Foundations (CPF)</b>		
<b>Knowledge Base (K)</b>	<b>Previous Florida Competencies</b>	<b>Pre-Service Curriculum Location</b>
<b>K1.</b> Knowledge of ethical standards required to be upheld throughout one's professional career to maintain the public trust and the consequences of violating those standards.	<b>1, 2</b>	<b>OR, CWFVP Online Course, Phase I Field Activities</b>
<b>K2.</b> Knowledge of the investigator being a mandated reporter of suspected child abuse and neglect.	<b>31</b>	<b>MAL, IR, DM, Human Trafficking Online Course</b>
<b>K3.</b> Knowledge of federal and state confidentiality regulations.	<b>11, 132, 134</b>	<b>OR, LGI, MAL, IR, R&amp;P, FSFN (OR), Human Trafficking Online Course, Phase I Field Activities</b>
<b>K4.</b> Knowledge of the penalties for falsifying documents.	<b>7, 10, 134</b>	<b>OR, LGI</b>
<b>K5.</b> Knowledge of Chapter 39 definitions of abuse, neglect, abandonment and harm.	<b>6, 9, 26, 105</b>	<b>LGI, LGII, MAL, SP, IR, DM, R&amp;P, FSFN (IR), Human Trafficking Online Course</b>
<b>K6.</b> Knowledge of statutory requirements for procedures and timelines for conducting protective investigations.	<b>8, 9</b>	<b>OR, LGI, LGII, FP, MAL, SP, IR, DM R&amp;P, FSFN (IR), Human Trafficking Online Course, Phase I Field Activities</b>
<b>K7.</b> Knowledge of dependency proceedings and timelines for judicial intervention.	<b>6, 7, 8, 9</b>	<b>OR, LGI, LGII, FP, MAL, SP, IR, DM, R&amp;P, FSFN (IR)</b>
<b>K8.</b> Knowledge of documents and filing timeframes for court documents.	<b>7, 8, 9, 14, 62, 105, 115, 134</b>	<b>OR, LGI, LGII, FP, MAL, SP, AS, IR, DM, R&amp;P, FSFN (IR)</b>
<b>K9.</b> Knowledge of the hotline report acceptance criteria.	<b>31, 32</b>	<b>MAL, IR, DM, Phase I Field Activities</b>
<b>K10.</b> Knowledge of required protocol and procedures to request/respond to Out-of-Town Inquiries.		<b>IR, Phase I Field Activities</b>

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<b>PI K1 - K21 Child Protection Foundations (CPF)</b>		
<b>Knowledge Base (K)</b>	<b>Previous Florida Competencies</b>	<b>Pre-Service Curriculum Location</b>
<b>K11.</b> Knowledge of general child welfare policy and legislation including the Adoption and Safe Families Act (ASFA), the Child Abuse Prevention and Treatment Act (CAPTA), the Indian Child Welfare Act (ICWA), the Fostering Connections Act, the Multi-ethnic Placement Act (MEPA), the Interstate Compact for the Placement of Children (ICPC), and Florida Administrative Code.	<b>8, 9, 105</b>	<b>OR, LGI, LGII, FP, MAL, SP, IR, DM, R&amp;P, FSFN (IR), Human Trafficking Online Course, Phase I Field Activities</b>
<b>K12.</b> Knowledge of culture, diversity and cultural competence.	<b>15, 16</b>	<b>OR, LGI, FP, INT, AS, IR, R&amp;P, CWFVP Online Course, Human Trafficking Online Course, Phase I Field Activities</b>
<b>K13.</b> Knowledge of family-centered practice.	<b>2, 36, 51, 52, 53, 54, 56, 64, 65, 66, 69, 70</b>	<b>OR, FP, MAL, SP, AS, IR, DM, R&amp;P, Phase I Field Activities</b>
<b>K14.</b> Knowledge of trauma-informed practice.	<b>30, 35, 38, 88</b>	<b>LGII, MAL, SP, INT, AS, IR, DM, R&amp;P, Human Trafficking Online Course, Effects of Abuse &amp; Neglect Online Course, Phase I Field Activities</b>
<b>K15.</b> Knowledge of Special Condition Reports.		<b>MAL, IR, Phase I Field Activities</b>
<b>K16.</b> Knowledge of specific maltreatment indicators (i.e., types and likely etiology).	<b>26, 35, 37, 41</b>	<b>MAL, SP, INT, AS, IR, DM, R&amp;P, Human Trafficking Online Course, Phase I Field Activities</b>
<b>K17.</b> Knowledge of ‘embedded’ harms (e.g., domestic violence; adult and adolescent substance abuse; child, adolescent and adult mental health issues).	<b>23, 25, 26, 27, 28, 29, 30, 35, 43, 47</b>	<b>MAL, SP, INT, AS, IR, DM, R&amp;P, Human Trafficking Online Course</b>

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<b>PI K1 - K21 Child Protection Foundations (CPF)</b>		
<b>Knowledge Base (K)</b>	<b>Previous Florida Competencies</b>	<b>Pre-Service Curriculum Location</b>
<b>K18.</b> Knowledge of child development norms.	<b>20, 21, 22, 24</b>	<b>MAL, INT, AS, IR, DM, Human Trafficking Online Course, Effects of Abuse &amp; Neglect Online Course</b>
<b>K19.</b> Knowledge of developmentally appropriate parenting and discipline techniques.	<b>20, 67</b>	<b>MAL, INT, AS, IR, DM, Effects of Abuse &amp; Neglect Online Course</b>
<b>K20.</b> Knowledge of principles of grammar and professional writing.	<b>112, 113, 114, 115</b>	<b>AS, IR, DM, R&amp;P</b>
<b>K21.</b> Knowledge of the types and purposes of information and required timeframes for documentation in the electronic investigative file (e.g., TANF, ICWA, etc.).	<b>112, 113, 114, 115, 116, 117, 118</b>	<b>AS, IR, DM, R&amp;P, FSFN (AS, IR, R&amp;P), Phase I Field Activities</b>

# USF Child Welfare Training Consortium Competency Crosswalk

<b>PI K22 - K25 Formulating the Investigative Response</b>		
<b>Knowledge Base (K)</b>	<b>Previous Florida Competencies</b>	<b>Pre-Service Curriculum Location</b>
<b>K22.</b> Knowledge of resources to gather prior intake and case information.	<b>32, 34</b>	<b>MAL, IR, DM, R&amp;P, Phase I Field Activities</b>
<b>K23.</b> Knowledge of maltreatment escalation dynamics (e.g., patterns of behavior, severity and/or frequency of maltreatment, same child, same perpetrator, and prior referral or services outcomes).	<b>35, 43, 47</b>	<b>INT, AS, IR, DM, Human Trafficking Online Course</b>
<b>K24.</b> Knowledge of notification requirements for specific types of alleged child maltreatment investigations or special conditions referrals.	<b>121, 123, 124, 128, 129</b>	<b>OR, IR, DM, R&amp;P, Human Trafficking Online Course, Phase I Field Activities</b>
<b>K25.</b> Knowledge of the purpose and process of conducting diligent searches to locate absent parents or relatives.	<b>44</b>	<b>IR, R&amp;P, Phase I Field Activities</b>

# USF Child Welfare Training Consortium Competency Crosswalk

<b>PI K26 - K30 Engagement</b>		
<b>Knowledge Base (K)</b>	<b>Previous Florida Competencies</b>	<b>Pre-Service Curriculum Location</b>
<b>K26.</b> Knowledge of effective professional interpersonal communication skills.	<b>18, 19, 123</b>	<b>INT, IR, DM, R&amp;P, Staffings Online Course, Phase I Field Activities</b>
<b>K27.</b> Knowledge of interviewing techniques that build trust and establish rapport.	<b>17, 18, 19</b>	<b>INT, AS, IR, DM, R&amp;P, Human Trafficking Online Course, Phase I Field Activities</b>
<b>K28.</b> Knowledge of how one's personal value system, cultural background, and beliefs may influence actions and decisions in child welfare practice.	<b>1, 15, 16</b>	<b>OR, LGI, FP, INT, AS, IR, R&amp;P, CWFVP Online Course, Human Trafficking Online Course, Phase I Field Activities</b>
<b>K29.</b> Knowledge of how to plan for and maintain personal safety through awareness, techniques and skills.	<b>139, 141, 142</b>	<b>OR, MAL, IR, Human Trafficking Online Course, Phase I Field Activities</b>
<b>K30.</b> Knowledge of verbal de-escalation techniques.	<b>18, 139, 141, 142</b>	<b>OR, MAL, INT, IR, DM, R&amp;P, Phase I Field Activities</b>

# USF Child Welfare Training Consortium Competency Crosswalk

<b>PI K31 - K34 Interviewing</b>		
<b>Knowledge Base (K)</b>	<b>Previous Florida Competencies</b>	<b>Pre-Service Curriculum Location</b>
<b>K31.</b> Knowledge of interviewing processes that use active listening skills (i.e., reflections), reframing, and open-ended and solution-focused questioning.	<b>17, 18, 19</b>	<b>INT, AS, IR, DM, R&amp;P, Phase I Field Activities</b>
<b>K32.</b> Knowledge of interviewing techniques to overcome resistance and motivate positive behavior change in the family.	<b>17, 18, 19</b>	<b>INT, AS, IR, DM, R&amp;P, Phase I Field Activities</b>
<b>K33.</b> Knowledge of verbal responses and non-verbal behaviors and facial gestures consistent with evasive responses.		<b>INT, Human Trafficking Online Course, Phase I Field Activities</b>
<b>K34.</b> Knowledge of what types of behavioral observations and relational interactions should be observed and documented to inform the decision-making process.	<b>35, 38, 39, 41, 48</b>	<b>LGII, MAL, SP, INT, AS, IR, DM, R&amp;P, Human Trafficking Online Course, Phase I Field Activities</b>

# USF Child Welfare Training Consortium Competency Crosswalk

<b>PI K35 - K40 Initial Assessment and Problem Identification</b>		
<b>Knowledge Base (K)</b>	<b>Previous Florida Competencies</b>	<b>Pre-Service Curriculum Location</b>
<b>K35.</b> Knowledge of assessment considerations contained in the Child Maltreatment Index.	<b>33</b>	<b>MAL, IR, DM, Human Trafficking Online Course</b>
<b>K36.</b> Knowledge of formal child safety assessment instruments, protocols and required timeframes for completion.	<b>35, 37</b>	<b>INT, AS, IR, DM, R&amp;P</b>
<b>K37.</b> Knowledge of child vulnerability and caregiver/ family protective capacities.	<b>20, 21, 22, 25, 36, 41, 42, 43</b>	<b>OR, FP, MAL, SP, INT, AS, IR, DM, R&amp;P, Effects of Abuse &amp; Neglect Online Course</b>
<b>K38.</b> Knowledge of family dynamics and family systems.	<b>15, 16, 49, 53, 55, 66, 67, 68, 69, 70</b>	<b>OR, LGI, FP, MAL, SP, INT, AS, IR, DM, R&amp;P</b>
<b>K39.</b> Knowledge of the definition and concepts of immediate and imminent safety threats, impending danger, and risk.	<b>25, 26, 27, 28, 29, 30, 34, 35, 37, 38, 39, 41, 42, 43</b>	<b>LGII, MAL SP, INT, AS, IR, DM, R&amp;P, Human Trafficking Online Course</b>
<b>K40.</b> Knowledge of age appropriate sexual behavior and age appropriate sexual knowledge on part of child.	<b>26, 27</b>	<b>MAL, SP, IR, DM, R&amp;P, Effects of Abuse &amp; Neglect Online Course, Phase I Field Activities</b>



# USF Child Welfare Training Consortium Competency Crosswalk

<b>PI K41 - K45 Safety Management</b>		
<b>Knowledge Base (K)</b>	<b>Previous Florida Competencies</b>	<b>Pre-Service Curriculum Location</b>
<b>K41.</b> Knowledge of crisis intervention techniques.	<b>141, 142</b>	<b>OR, MAL, IR, Human Trafficking Online Course</b>
<b>K42.</b> Knowledge of safety planning.	<b>42, 43, 46, 47, 51, 52, 66, 69, 70</b>	<b>FP, MAL, SP, AS, IR, DM, R&amp;P</b>
<b>K43.</b> Knowledge of reasonable efforts to prevent removal.	<b>8, 9, 60, 61, 62</b>	<b>OR, LGI, LGII, FP, MAL, SP, AS, IR, DM, R&amp;P, FSFN (IR)</b>
<b>K44.</b> Knowledge of placement procedures required upon removal (i.e., background checks, home study, etc).	<b>57, 58, 59, 60, 61, 62, 63</b>	<b>LGII, IR, DM, R&amp;P</b>
<b>K45.</b> Knowledge of transfer protocols from investigation to on-going services.	<b>63, 74, 78, 79, 80, 81, 119, 121, 124, 127</b>	<b>OR, IR, DM, R&amp;P, Human Trafficking Online Course, Staffings Online Course, Phase I Field Activities</b>

# USF Child Welfare Training Consortium Competency Crosswalk

<b>PI K46 - K52 Planning and Teaming</b>		
<b>Knowledge Base (K)</b>	<b>Previous Florida Competencies</b>	<b>Pre-Service Curriculum Location</b>
<b>K46.</b> Knowledge of the role of the protective investigator to have primary responsibility for gathering, assessing, understanding, integrating, documenting, and communicating critical information throughout the investigation to all essential parties in order to ensure informed decision making.	<b>74, 82, 85, 85, 86, 91, 109, 120, 121, 123, 124, 127, 130, 131, 132, 133, 134</b>	<b>OR, AS, IR, DM, R&amp;P, FSFN (OR, AS, MAL, IR, R&amp;P), Human Trafficking Online Course, Court Preparation &amp; Participation Online Course, Staffings Online Course, Phase I Field Activities</b>
<b>K47.</b> Knowledge of which individuals/parties protected information can be shared.	<b>11, 123, 132, 134</b>	<b>OR, LGI, MAL, IR, DM, R&amp;P, FSFN (OR), Phase I Field Activities</b>
<b>K48.</b> Knowledge of factors and circumstances that indicate a need for a legal staffing in consideration of seeking court oversight and supervision.	<b>7, 57, 60, 61, 62, 63, 105, 121</b>	<b>OR, LGII, IR, DM, R&amp;P, Human Trafficking Online Course, Court Preparation &amp; Participation Online Course, Staffings Online Course</b>
<b>K49.</b> Knowledge of the role and responsibilities of legal counsel, judge, and Guardian Ad Litem in court proceedings.	<b>7, 8, 9, 12, 105</b>	<b>LGI, LGII, FP, MAL, SP, IR, DM, R&amp;P, FSFN (IR), Court Preparation &amp; Participation Online Course</b>
<b>K50.</b> Knowledge of roles and responsibilities of law enforcement, Child Protection Team, and external partners (i.e., DV, mental health, etc.).	<b>4, 39, 56, 98, 119, 120, 121, 123, 124, 129</b>	<b>OR, FP, MAL, SP, IR, DM, R&amp;P, Phase I Field Activities</b>
<b>K51.</b> Knowledge of timeframes to submit work for supervisory review.	<b>122, 134</b>	<b>OR, LGI, IR, DM, R&amp;P, FSFN (MAL)</b>
<b>K52.</b> Knowledge of processes and procedures to submit investigation for closure.	<b>111, 112</b>	<b>AS, IR, DM, R&amp;P</b>