

SSA Onboarding Plan

Who: SSA's employed by the Southcentral Office located in Wasilla, Alaska.

When: To be completed during the 1st Year of employment.

Why: SSA's hold multiple roles that support the overarching vision, mission, goals, and guiding principals of OCS.

What: These learning opportunities develop employees into professionals who are skilled at assisting families during the hardest moments of their life

M I L E S T O N E S

90 Days

LIVE TRAINING

- Adverse Childhood Experiences & Resilience | 1.5 hrs
- Strengthening Families | 8 hrs

eLEARN

- OCS Practice Model
- Mandated Reporter Training
- HIPAA Compliance
- Introduction to ICWA
- Intro to Parent-Child Visits: An Essential Tool for Family Reunification | 3 hrs

Pre-Work:
Best Practices
Training

VIDEOS

- Supporting Child Well-Being Through Family Contact | 1 hr
- Promoting Meaningful Family Contact for Children in Foster Care | 4 mins
- Foster & Biological Parents Making Family Contact a Priority | 4 mins
- Brain Development | 6 mins
- Ages and Stages | 5 mins
- 5 Steps for Brain Building: Serve & Return | 6 mins
- What is Resilience? | 2 mins
- The Science of Resilience | 2 mins
- How Resilience is Built | 2 mins

READ

- Parent Handout: What to expect during Family Contact

LIVE TRAINING

- Family Contact Best Practices | 24 hrs
- Raising Resilience | 1 hr

eLEARN

- Family Contact Documentation

VIDEOS

- ICWA- Educational Resource | 20 mins
- Social and Emotional Development | 3 mins
- Brain Development - Challenging Behaviors | 5 mins
- Serve & Return- What Happens when it doesn't take place | 3 mins
- Ice Breaker | 20 mins

READ

- Early Learning Activities for Babies
- Healthy Sexual Development 0 - 8 years old

180 Days

LIVE TRAINING

- SSA Training
- Stewards of Children | 2.5 hrs
- Protecting Children During a Crisis | 1 hrs
- Braided Stories: Equitable Communities for Alaska's Children & Families | 16 hrs

1 Year

Consultation

Across all milestone phases

Observation

Shadow Family Contact Events

Consultant | Caseworker | SSA

Observe Group Case Review

Sit in on monthly case review

Coaching

Application of Learning

Discuss lessons learned from training milestones with coach & supervisor

Individualized Learning Plan

Develop learning plan with Coach and feedback from supervisor

Two-Way Observation with Feedback

Coach observes/participates in family contact event and provides staff with feedback to support application of best practices

Documentation Consultation

Coach works with staff to ensure understanding of documentation

Present at Group Case Review

Coach supports staff in preparation of presenting case and using Case Review Framework