

## Components of the Family Development Training and Credentialing (FDC) Program Curriculum Overview

### What does a worker need to do to earn the Family Development Credential?

- Participate in the 90 hour course led by an official FDC instructor.
- Under the guidance of the instructor and portfolio advisor, create a portfolio, which provides a format for workers to demonstrate their knowledge and understanding of family development skills. The FDC portfolio helps workers express their knowledge and skills through three basic components:
  1. Activities to Extend Learning
  2. Skills Practice and Reflection
  3. Family Development Plans
- Successfully complete a credentialing examination based on the worker handbook, Empowerment Skills for Family Workers.

### What is the family development process?

1. The family develops a partnership with a family development worker.
2. A family development worker helps the family assess its needs and strengths; this is an ongoing process.
3. The family sets its own major goal (such as getting off welfare, or providing healthy care of a disabled family member) and smaller goals working toward the major goal, and identifies ideas for reaching them.
4. The family development worker helps the family make a written plan for pursuing goals with some tasks being the responsibility of the family members and some the worker's. Accomplishments are celebrated, and the plan is continually updated.
5. The family learns and practices skills needed to become self-reliant.
6. The family uses services as stepping-stones to reach their goals.
7. The family's sense of responsible self-control is restored. The family (and each individual within the family) is strengthened by the family development process so they are better able to handle future challenges.

The ten chapters of the worker's handbook, Empowerment Skills for Family Workers, address the following family development skills and competencies; objectives for each chapter are as follows:

### **Chapter 1: Family Development: A Sustainable Route To Healthy Self-Reliance**

- Understand how to help families restore their sense of healthy self reliance
- Major functions of a family development worker
- Seven steps of family development
- Core principles underlying family development
- "Power over" or shared power?
- Empowerment - the opposite of the "deficit model"
- Other strengths-based approaches
- Family forms and family systems
- Families in communities
- Putting it all together as a family development worker

### **Chapter 2: Communicating with Skill and Heart**

- Communicating with skill and heart
- Empathy
- Find good balance between listening and expressing yourself
- Listening well
- Saying what you mean, clearly and respectfully
- Handling blame and criticism constructively
- Cooperative solutions to conflicts
- Confronting people constructively when needed
- Communicating about "hot topics" (e.g. sexuality, AIDS, domestic violence, child abuse, substance abuse)
- Understanding non-verbal communication
- Working with families with language barriers or low levels of literacy

### **Chapter 3: Taking Good Care of Yourself**

- Clarifying your personal vision for your work
- Shifting your focus from "doing" to being
- Mindfulness
- Feeling good about the work you do
- Creating a support system for yourself
- Balancing work and family life
- Creating your own stress reduction and wellness program
- FDC Code of Ethics

#### **Chapter 4: Diversity**

- What is culture?
- Why is an understanding of diversity and oppression important to family development?
- Why is cultural competence important for family development workers?
- Language & cross-cultural communication
- Language and family dynamics
- Brief histories on African American, Hispanic, Native American and Asian American cultural experiences for family workers
- Barriers to a culturally competent society
- Prejudice and discrimination
- Internalized oppression
- Discussing diversity
- Exploring your own culture
- Expanding your ability to work respectfully with other cultures
- Helping your agency develop multicultural competence

#### **Chapter 5: Strengths-based Assessment**

- What is assessment?
- Basic principles of strengths-based assessment
- Confidentiality
- The Family Circles Assessment
- Helping your agency choose strengths-based assessment tools

#### **Chapter 6: Helping Families Set and Reach Goals**

- Establishing mutually respectful, trusting relationships with families
- Helping families build on their own strengths
- "Peripheral vision"
- The Miracle Method
- The Family Development Plan
- How to avoid families becoming dependent on you
- When and how to end a relationship

#### **Chapter 7: Helping Families Access Specialized Services**

- Identifying specialized services and helping families gain access to them
- Recognizing need for specialized services
- Making and following through on referrals
- Recognizing and supporting family members needing specialized services for developmental disabilities, common mental health problems, domestic violence, child abuse, alcohol and drug dependency, and family literacy
- Recognizing, referring for, and supporting families in other specialized services commonly needed by families
- Families with many complex problems programs

## **Chapter 8: Home Visiting**

- Home visiting: a unique relationship
- A family development approach to home visiting
- How to enter a family's home respectfully
- How to establish the purpose of the home visit
- Safety issues
- TV, dogs, and another cup of coffee:
- Handling the practical matters of home visiting
- Home visits in child protection or other domestic violence situations
- Ongoing visits

## **Chapter 9: Facilitating Family Conferences, Support Groups and Community Meetings**

- Importance of community
- Helping families identify and strengthen their informal helping networks
- Support and advocacy groups
- Family conferences
- Organizing, facilitating and ending meetings
- Group facilitation skills
- Handling difficult behaviors in a group
- Teaching leadership skills to family members

## **Chapter 10: Collaboration**

- What is collaboration?
- Why collaborate?
- Coordination and cooperation: The first steps toward collaboration
- Different levels of collaboration
- Keys to successful collaboration
- Practical pitfalls of collaboration and how to turn them into advantages
- The bigger picture: How agency, state, and national policies affect your work
- Interagency training: A key to interagency collaboration