NTI Raises the Bar:
Advancing Practice for Permanency & Well-Being

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Adoption competent clinical services
Adoption competency training for professionals
Publications and educational programs
Life skills programming for transitional youth

www.adoptionsupport.org
Strategic Partnerships & National Advisors
Agenda:

- Need for Adoption Competency
- Description of NTI
- Evaluation
- National Launch
- Q&A
Adoptive parents: competent mental health services is one of the greatest unmet needs. The American Academy of Pediatrics estimates 30% of children in foster care have severe emotional, behavioral and developmental problems.
“I was sitting in the hospital after trying to kill myself, and the social worker lady told me, I should be happy that I was adopted, as my parents had gotten me out of the horrible orphanage.”

-Roberto (Age 14)
What do families want & need?
Guiding Principles

NTI incorporates guiding principles to support families formed through adoption/guardianship:

- Adoption is lifelong & intergenerational
- Loss and grief are central
- Secure attachments can be built/re-built
- Identity formation is more complex
- Race, ethnicity, culture, class, gender identity have a unique role
- Specialized training is needed
- And more...
NEED: **System Change for Children**

When child welfare and mental health professionals **speak a shared language** & collaborate to better serve adopted children and their forever families.
Building *Competencies & Skills* to enhance permanency & well-being
Consists of...

**Child Welfare Training**
- 8 modules
- 20 hours for staff/23 for supervisors
- Focus on casework practice
- Coaching Guide for supervisors
- Appropriate for public/private child welfare professionals across the continuum

**Mental Health Training**
- 10 modules
- 25 hours for all users
- Focus on *clinical* practice
- Appropriate for therapists and mental health professionals in public, private and solo practice
NTI Competencies

- Understanding Children’s Mental Health Challenges
- Loss and Grief
- Impact of Trauma
- Building Strong Attachments
- Positive Identity Formation
- Impact of Race, Culture and Diversity
- Providing Post-Adoption Supports
  - Assessment & Treatment Planning
  - Therapeutic Parenting Strategies
Brief Overview of Evaluation Findings
NTI Pilot Sites

- California
- Illinois
- Maine
- Minnesota
- Oklahoma
- South Carolina
- Tennessee
- Washington
- The Cherokee Nation
- NICWA Members
Top 3 administrator reasons sites participated in NTI pilot:

- To improve outcomes for children and families
- To use data to improve performance and outcomes
- To receive professional training without expending fiscal resources
Pilot Participants

Child Welfare
- 6,149 child welfare professionals
- 4,613 staff
- 1,536 supervisors
- 72.5% completion rate overall

Mental Health
- 2,903 mental health professionals
- Support workers, therapists, clinical psychologists, etc.
- 69% completion rate among those who began NTI
The evaluation found that NTI....

- Increased knowledge on all core competencies
- Changes to child welfare and mental health practice as a result of NTI
CW Professionals Findings
Average Pre and Post Test Scores

80% score to pass

N=3854

N=1293

1. Case for Adoption MH Competency
2. Understanding MH Needs of Children/Youth
3. Enhancing Attachment and Bonding
4. How Race, Ethnicity, Culture, and Diversity Impact Adoption Experience
5. Impact of Loss and Grief
6. Impact of Early/Ongoing Trauma
7. Positive Identity Formation
8. Promoting Family Stability and Preservation
NTI Impact on Child Welfare Practice

• Recruitment, Training, and Selection of Foster/Adoptive Parents
• Improved Assessments and Referrals
• More honest communication and understanding with youth and caregivers
• Improved confidence and self-efficacy
Preliminary Mental Health Findings:
Average pre and post test scores

1. Case for Adoption MH Competency
2. Understanding MH Needs
3. Loss and Grief
4. Early/Ongoing Trauma
5. Attachment/Child Development
6. Race, Ethnicity, Culture, & Diversity
7. Identity Formation
8. Assessment and Treatment Planning
9. Therapeutic Parenting
10. Promoting Family Stability and Preservation
Impact on Mental Health Competency

- Competency
  - Improved/Reinforced Skills
  - Relevant Beyond Adoption
  - Working with Clients
  - Increased Awareness of Adoption Issues

- Knowledge
  - Cultural Awareness
  - Grief and Loss
  - Trauma
  - Incorporating Parents
"I have been able to use the knowledge and understanding I gained from this training in almost every area of my job!"
High Levels of Satisfaction

Overall satisfaction: 90%
Level of difficulty: 79%
Level of interaction: 78%
Ease of use: 78%
Overall length: 65%

Extremely or Somewhat Satisfied
“This is the best training I have ever taken, in my 16 years of child welfare.”
“Night & day”
STRATEGIES TO STRENGTHEN FAMILIES:
THE CHILDREN’S BUREAU'S VISION FOR CHANGING NATIONAL CHILD WELFARE PRACTICE

Goals

#1: Family stability
#2: Honoring & maintaining birth family connections
#3: Child and family well-being
#4: Available, appropriate services and systems that collaborate
#5: Competent Professionals
How does NTI benefit you?

- Enhanced collaboration
- Enhanced casework practice
- Improved assessment skills & strategies
- Development of specialty clinical practice
Is this training for me?

Do I need to be licensed to take the training?

Do I have to work for an agency?

Do I need permission to take NTI?
When I complete the training, can I say that I am “a certified adoption competent professional?”
What do you mean by “Free”?
<table>
<thead>
<tr>
<th>Feature</th>
<th>Option 1</th>
<th>Option 2</th>
<th>Option 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training is Free</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Certificates of completion issued</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
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<tr>
<td>Helpdesk available</td>
<td>Limited</td>
<td>Dependent on organization</td>
<td>Available via phone, chat, and email</td>
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<td>User data available</td>
<td>X</td>
<td></td>
<td>✓</td>
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<tr>
<td>CEUs provided</td>
<td>X</td>
<td></td>
<td>✓</td>
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<tr>
<td>*$40 fee paid by user</td>
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<tr>
<td>Ability to purchase impact evaluation</td>
<td>X</td>
<td>X</td>
<td></td>
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<tr>
<td>Dynamic interface with state-of-the-art features</td>
<td>X</td>
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You’ve caught my attention... how do we bring NTI into our agency?
How can we help you implement NTI in your state or agency?
Success is Sweet!

www.adoptionsupport.org/nti

Contact NTI:
ntiadmin@adoptionsupport.org