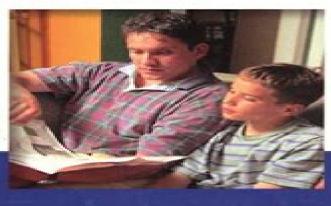
Residential Child Care Staff Selection

Choose with Care







Meredith Kiraly

Residential Child Care Staff Selection

Niall Mcelwee

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Residential Child Care Staff Selection Meredith Kiraly, 2016-05-06 Here's vital information on making the right recruitment choices getting the best staff and avoiding potential abusers More than a set of procedures good staff selection practice is about a set of principles that embody particular attitudes to the task If we achieve these basic principles we will go a long way towards eliminating selection errors and the risk of abuse that follows such errors Author Meredith Kiraly Residential Child Care Staff Selection Choose With Care draws upon international research and the experience of practitioners to help you improve your ability to recruit the best staff With a minimum of jargon this book covers the range of selection methods and advocates a considered but not cumbersome approach that uses more than one method of assessing skills It illustrates management techniques that reduce the likelihood of abuse and will show you how to avoid recruiting potentially abusive individuals Residential Child Care Staff Selection Choose With Care provides insightful background information examining the developmental needs of children issues in the care of children away from home abuse and pedophilia and legal and ethical issues Then the book discusses in more detail research findings which underpin key principles of good care and good staff selection and best practice in a range of recruitment and selection practices You ll also find a recruitment guide for all organizations that work with children and young people The recruitment guide thoroughly examines the challenges and pitfalls of the recruitment process and will help you identify those who are most fit for this difficult yet extraordinarily rewarding career and avoid recruiting those most likely to be abusive This valuable book also includes four helpful appendixes that provide examples of situational and behavioral questions to use in interviews Equal Employment Opportunity guidelines for acceptable and unacceptable interview guestions a profile of a skilled residential child care worker that you can use to judge whether candidates measure up sample staff selection forms job descriptions application form a short listing grid job interview schedule interview performance rating form a reference check proforma and a selection report **Residential Child Care Staff Selection** Meredith Kiraly, 2016-05-06 Here's vital information on making the right recruitment choices getting the best staff and avoiding potential abusers More than a set of procedures good staff selection practice is about a set of principles that embody particular attitudes to the task If we achieve these basic principles we will go a long way towards eliminating selection errors and the risk of abuse that follows such errors Author Meredith Kiraly Residential Child Care Staff Selection Choose With Care draws upon international research and the experience of practitioners to help you improve your ability to recruit the best staff With a minimum of jargon this book covers the range of selection methods and advocates a considered but not cumbersome approach that uses more than one method of assessing skills It illustrates management techniques that reduce the likelihood of abuse and will show you how to avoid recruiting potentially abusive individuals Residential Child Care Staff Selection Choose With Care provides insightful background information examining the developmental needs of children issues in the care of children away from home abuse

and pedophilia and legal and ethical issues Then the book discusses in more detail research findings which underpin key principles of good care and good staff selection and best practice in a range of recruitment and selection practices You ll also find a recruitment guide for all organizations that work with children and young people The recruitment guide thoroughly examines the challenges and pitfalls of the recruitment process and will help you identify those who are most fit for this difficult yet extraordinarily rewarding career and avoid recruiting those most likely to be abusive This valuable book also includes four helpful appendixes that provide examples of situational and behavioral questions to use in interviews Equal Employment Opportunity guidelines for acceptable and unacceptable interview guestions a profile of a skilled residential child care worker that you can use to judge whether candidates measure up sample staff selection formsjob descriptions application form a short listing grid job interview schedule interview performance rating form a reference check proforma and a selection report Achieving Positive Outcomes for Children in Care R J Cameron, Seán Cameron, Colin Maginn, 2009-09-10 This title looks at how achieving positive outcomes for children in care is possible when the root causes Pain, Normality, and the Struggle for Congruence James P Anglin, 2014-02-25 Learn what children of failure are tackled living in group homes need most Pain Normality and the Struggle for Congruence Reinterpreting Residential Care for Children and Youth presents the results of a 14 month study of 10 staffed group homes in British Columbia The book uses grounded theory to construct a theoretical model that speaks to the primary challenge care workers face each day responding to pain and pain based behavior in residents It combines participant observations transcribed interviews and document analysis to develop a core theme of congruence several major psychosocial processes and 11 interactional dynamics identified as being fundamental to group home life The study brings to light several neglected aspects of residential care and proposes new directions in policy development education practice and research to create an integrated and accessible framework for understanding group home life for youths Pain Normality and the Struggle for Congruence Reinterpreting Residential Care for Children and Youth is a full and rigorous examination of the theoretical and empirical underpinnings of residential group care The study conducted during a time of heightened sensitivity to the rights of children and increased emphasis on accountability and outcome measurement reveals a core theme of congruence focusing on consistency reciprocity and coherence The book examines the major elements of this theme including creating an extra familial living environment developing a sense of normality listening and responding with respect establishing a structure routine and expectations offering emotional and developmental support respecting personal space and time discovering potential communicating a framework for understanding and much more Pain Normality and the Struggle for Congruence Reinterpreting Residential Care for Children and Youth provides professionals concerned with the development and treatment of children and young people with a unique understanding of group home life and work From the Foreword by Dr Barney Glaser I am honored and delighted to be asked by Jim Anglin to write the foreword to this grounded theory text The

purpose of this grounded theory is to construct a theoretical framework that would explain and account for well functioning staffed group homes for young people that in turn could serve as a basis for improved practice policy development education and training research and evaluation THE READER WILL SEE THAT ANGLIN HAS ACHIEVED HIS GOAL WITH ADMIRABLE SUCCESS HIS GROUNDED THEORY TRULY MAKES A SCHOLARLY CONTRIBUTION TO THE LITERATURE **People and the Care Experience** Julie Shaw, Nick Frost, 2013-04-12 The care system looks after the most vulnerable young people in society those who are for a variety of reasons unable to live with their parents Young People and the Care Experience examines what can be done to support young people to remain at home and if this is not possible how they can be supported whilst in care and on leaving care The book explores the range of options foster care children's homes and adoption and how these options interact Using the latest research and framing the issues through both psycho social and legal perspectives the book provides an in depth analysis of young people's experience of the care system and how it can be improved Examining the challenges faced by children on their journey from initially entering care to living independently after care the book places these issues in a global context Specifically it discusses how to support children and young people at home an analysis of the history and demographics of children placed in care the challenges faced by children living in foster care the challenges faced by children living in a children s home the challenges faced by children being adopted leaving care The book will be of interest to all those working with children in care or those who have experience of the care system as a professional carer or young person It will also be of interest to researchers and students of developmental and social psychology social work and also to policy makers At-Risk Children & Youth Niall Mcelwee, 2013-05-13 What assistance can be provided to disadvantaged youngsters to help them conquer the many challenges they face while growing up At Risk Children Youth Resiliency Explored analyzes the results from accumulated research on the risk and resiliency of children and youth in Ireland Author Niall McElwee explains many of the challenges faced by children including poor literacy and numeracy skills poverty distrust and other difficult issues Practical strategies are presented to help disadvantaged children and youth to overcome societal and self imposed barriers for improvement A detailed review and assessment is provided on the efficacy of Ireland's Youth Encounter Projects This important resource focuses on what works and what does not in youth services At Risk Children Youth Resiliency Explored closely examines risk factors and what it specifically means to be at risk Going further beyond the standard risk factors usually considered such as drug use or dropping out of school this probing text explores the full range of factors and coping and healing mechanisms. The author challenges several of the views and beliefs about risk and resiliency generally held by many in child and youth services and in society This book is extensively referenced and includes helpful figures tables to clearly present information Topics in At Risk Children Youth Resiliency Explored include A breakdown of terms for risk behaviors and predictors of risk Issues of social class and social exclusion The impact of school difficulties on students including truancy and poor academic standing Strategies to build on

student strengths The quality of the entirety of the school experience as a determination of success Strategies for intervention A review of literature on risk and resiliency A relational research model including methodology and ethical issues Description and functions of Youth Encounter Projects and an assessment of their value Results of risk studies over the past decade Recommended changes in policies At Risk Children Youth Resiliency Explored is a valuable addition to the libraries of educators students and child and youth service providers everywhere Residential Treatment of Adolescents Don Pazaratz, 2011-03-17 In Residential Treatment of Adolescents Pazaratz discusses how practitioners can remain emotionally available for the needs of their residents without feeling overwhelmed Readers will be apprised of ways to deal judiciously with residents who try to circumvent con play workers off each other and even attempt to seduce or manipulate the worker Each chapter instructs readers to observe their clients and comprehend how they relate to the total environment in order to determine what the resident is feeling and how he or she makes use of personal resources This contextual understanding helps to answer questions such as What are the youngster's goals What factors obstruct the change process What are the youngster's defenses and against what How does the youngster use the milieu staff and peers and the community as resources How can the youngster get significant others to react differently to him or her Ultimately Pazaratz demonstrates that effective treatment staff do not create dependent youth make treatment oppressive or enact a role based upon giving consequences Instead the reader will learn to integrate diverse intervention strategies into the resident s normal cycle of daily life and how to interact within a team structure **Issues in Children and Society: 2012 Edition** ,2013-01-10 Issues in Children and Society 2012 Edition is a ScholarlyBrief that delivers timely authoritative comprehensive and specialized information about Children and Society in a concise format The editors have built Issues in Children and Society 2012 Edition on the vast information databases of ScholarlyNews You can expect the information about Children and Society in this eBook to be deeper than what you can access anywhere else as well as consistently reliable authoritative informed and relevant The content of Issues in Children and Society 2012 Edition has been produced by the world's leading scientists engineers analysts research institutions and companies All of the content is from peer reviewed sources and all of it is written assembled and edited by the editors at ScholarlyEditions and available exclusively from us You now have a source you can cite with authority confidence and credibility More information is available at http www ScholarlyEditions com

Preventing Child Abuse and Neglect: a Guide for Staff in Residential Institutions Sharon A. Harrell, Reginald Calvert Orem, 1980 Residential Child Care Andrew Kendrick, 2007-09-15 Residential Child Care draws on the latest research to offer guidance for developing best practice policy and improved outcomes for children and young people Contributors examine important aspects of residential care work and address the concerns about the poor outcomes for young people leaving care Another Kind of Home Angus Skinner, Social Work Services Inspectorate for Scotland, 1992 This report provides a strategic overview of the issues confronting residential child care services and at the same time

addresses some basic issues that affect the experience and quality of daily life of young people in residential care The focus of the review has been the 154 homes and schools in Scotland which are either run by or registered with a local authority social work department and provide care for the purposes of the Social Work Scotland Act 1968 The emphasis throughout the report is on the young people s personal experience of theis public service with its immediate and long term effects on Official Gazette of the United States Patent and Trademark Office ,2006 **in Youthwork Practice** Mark Krueger, 2012-12-06 Learn to follow the rhythms of building a relationship with youth at risk Themes and Stories in Youth Work Practice takes a refreshing look at the creative possibilities of working with youth in a variety of group care and developmental settings Author Mark Krueger presents an innovative approach to developing relationships through shared experiences that plays out like modern dance choreographed according to individual needs and strengths but always open to improvisations that follow the rhythms of life The book also promotes a framework of understanding youth work through personal stories constructed alone and together by youth and youth workers Themes and Stories in Youth Work Practice offers a unique perspective on theory and practice as it examines human interaction as an interpersonal inter subjective and contextual process The book recounts a day in the life of a youth worker examines qualitative inquiries conducted by youth workers recalls personal stories and addresses the ways youth workers experiences influence their interactions with youth Counselors working in community centers group homes treatment centers and community and group care programs will discover how to use the interactive dance between workers and youth at risk to create human compositions advancing the story and getting a feel of where they are in moments of connection discovery and empowerment From the author Youth work is like a modern dance We bring ourselves to the moment and try to interact in synch with youths rhythms for trusting and growing As we interact we are in a sense in and passing throughyouth The challenge is to know ourselves so that we can know each other and this comes about in part through a constant exploration of our stories It also comes about when we are in youth work with youth learning how to dance Geared toward experienced youth workers but equally relevant for students and anyone new to the field Themes and Stories in Youth Work Practice is an enlightening read for anyone working in or for residential treatment centers group homes shelters foster care juvenile justice programs community based youth serving organizations after school programs recreation programs camps churches and neighborhood centers Children and Residential Care in Europe Nicola Madge, 1994-05-01 What lessons can be learned from the different ways in which residential care is organised throughout Europe Which countries services meet children's needs most effectively Originally published in 1994 this ebook looks broadly at children and child care services especially residential child care in 13 European Union countries to give an overview of national similarities and differences and identify key areas of change development and concern The European Children's Centre survey on which this report was based was commissioned by The Warner Inquiry into the selection development and management of staff in children's homes

Established in the United Kingdom in response to a number of widely publicised scandals in residential care the Inquiry recognised the value of looking to other European countries in order to learn from their successes and failures Residential Care Ronald G. Walton, Dorren Elliott, 2014-05-19 Residential Care A Reader in Service Abstracts ,1993 Current Theory and Practice is a collection of papers that tackles the various issues and concerns in residential care The title examines the practice and theory in relation to different client groups and models of working The text first presents papers about the task in residential care such as criticisms and positive aspects of residential care and the social work task in residential care In Part II the selection covers the social work process in residential care Part III deals with ethical concerns in residential care while Part IV talks about education and training for residential work The book will be of great interest to social workers psychiatrists psychologists and teachers **Professional Misconduct against Juveniles in Correctional** Treatment Settings Lee Michael Johnson, 2013-10-17 A significant barrier to successful juvenile intervention is misconduct committed against juveniles by the persons employed to help them Professional Misconduct with Juveniles explores the nature of employee on youth misconduct its extent its consequences factors that increase its occurrence and potential solutions to the problem Obviously employee on youth misconduct interferes with the effective treatment of delinquent and at risk youth but it also harms the agency as a whole and creates a poor working environment for all employees Professional Misconduct with Juveniles offers a practical theory based approach to preventing or stopping such exploitation of vulnerable young men and women so that we can focus on effective approaches to rehabilitation deterrence and public safety About the Real World Criminology Series More than just textbooks the short books in the Real World Criminology series are designed to be of interest to particular fields within criminology They can be policy primers spurring innovations in policing and corrections theoretical works dealing with policy implications or program evaluations incorporating theoretical foundations Each book covers something that is happening or should be happening in the world of criminal justice Includes a typology developed to serve as a theoretical framework for studying employee on youth misconduct Offers solutions for prevention detection and intervention Ideal for use as a supplemental text in many criminology courses or as one of a collection of smaller texts for high level theory courses Therapeutic Residential Care for Children and Young People Patrick Tomlinson, Rudy Gonzalez, Susan Barton, 2011-09-15 This book provides a model of care for traumatized children based on theory and practice experience pioneered at the Lighthouse Foundation Australia The authors explain the impact of trauma on child development drawing on psychodynamic attachment and neurobiological trauma theories Children Today, 1973

Residential Social Work ,1973

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