



Harris County Protective Services for Children and Adults
--At the Heart of Families: We support, enhance & advocate for the safety and well-being of children & adults in Harris County, Houston, Texas.

“Embracing CANS through Effective Training Techniques”

Presented by:

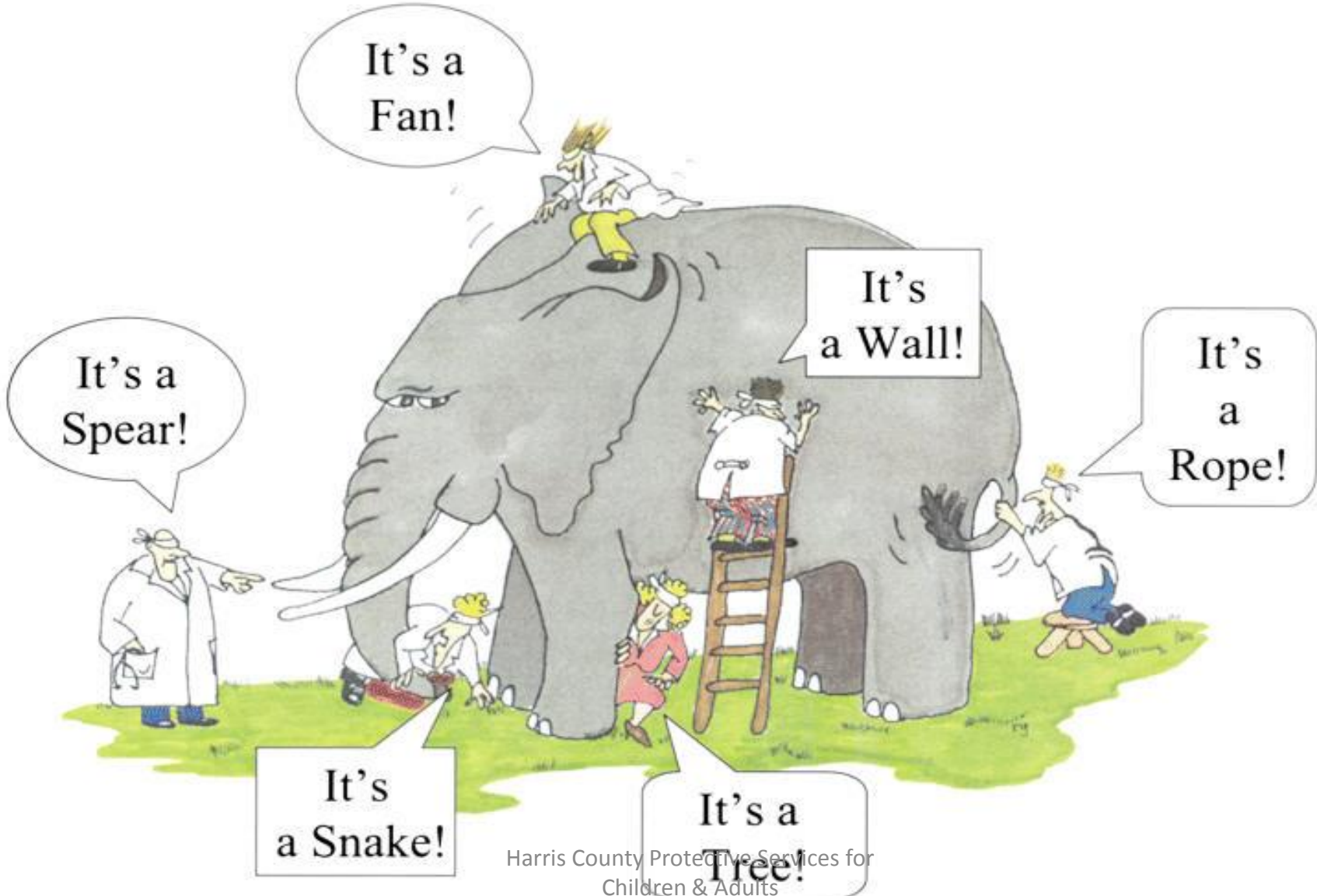
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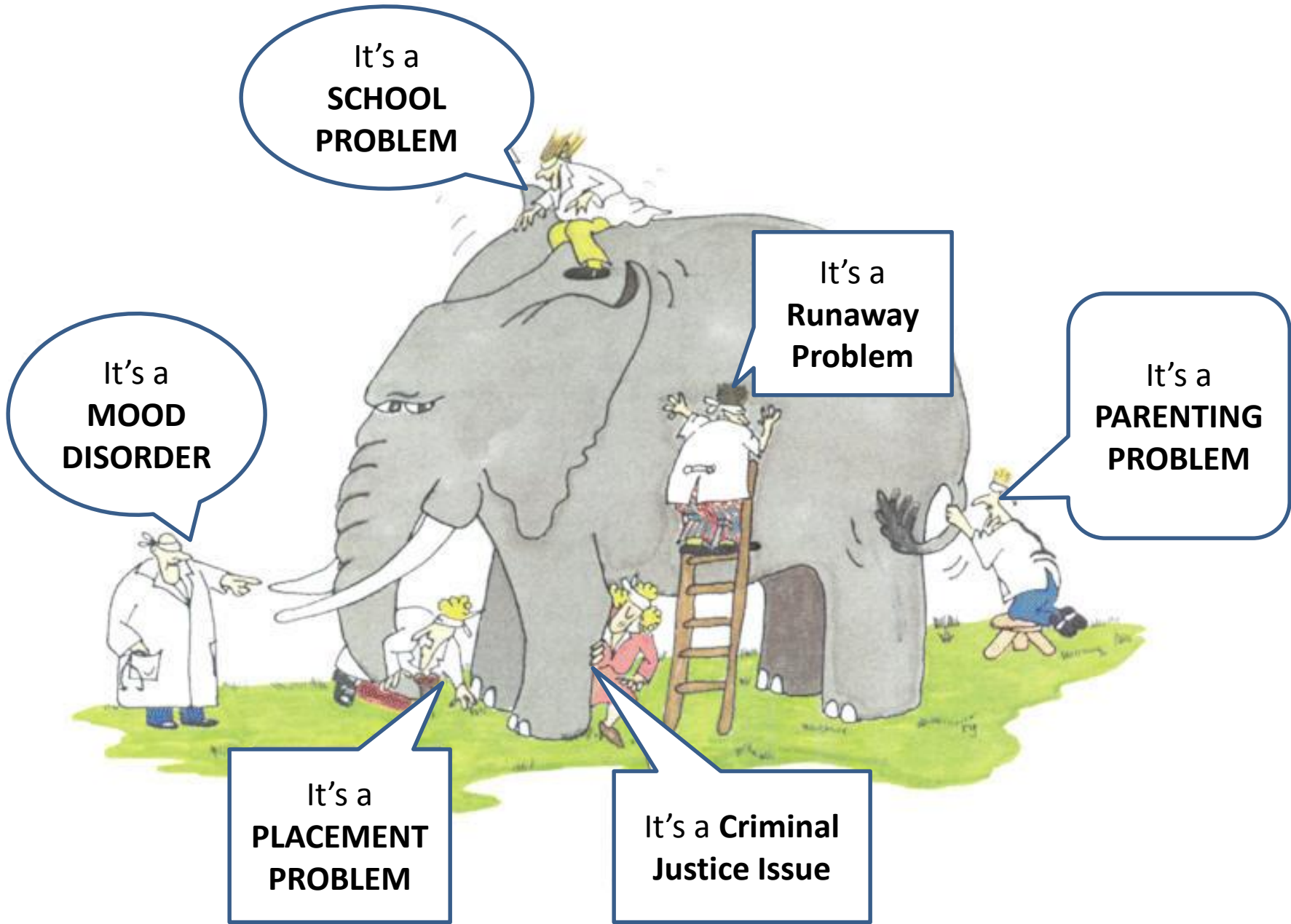
Will Walker, LMSW

Objectives

- Why Harris County Protective Services (HCPS) adopted the CANS tool.
- HCPS Training Process
 - Engagement Strategies
 - Practice Tools
- Data Results and Future Planning
- Wrap Up

What do you think this is...





It's a
**SCHOOL
PROBLEM**

It's a
**MOOD
DISORDER**

It's a
**Runaway
Problem**

It's a
**PARENTING
PROBLEM**

It's a
**PLACEMENT
PROBLEM**

It's a **Criminal
Justice Issue**

If an elephant came to Harris County...

If an elephant came to Harris County and got 6 different assessments.

- What would we determine?
- If the elephant went to a subsequent staffing would we all agree?
- Who would be right?

Reason for Developing the CANS

Harris County Protective Services for Children and Adults, (HCPS) began using CANS in 2012.

- Under no mandate from the state of Texas, Harris County elected CANS as its new assessment tool for two reasons:
 - 1) It was cost effective
 - 2) Most importantly because it provided critical validity and reliability dimensions that HCPS had long been searching for in an assessment tool to more effectively work with youth and families at the prevention level.

HCPS Training Process

- Dr. Lyons assisted HCPS in the roll-out of CANS by conducting a mass training for managers, prospective trainers, and neighboring partners.
- Months later, an internal training team was formed to determine how to best roll-out CANS to staff and to develop a process on how to certify and recertify staff. Three Beta teams groups were formed for this purpose.

HCPS BETA GROUPS

- Group I was introduced to CANS via the Praed on-line test site only.
- Group II received a 2 hour one-on-one training session with a certified trainer. At the completion of this brief session, participants were tested manually and results were forwarded to Dr. Lyon's office for scoring.
- Group III received a 6 hour classroom course from a curriculum developed by HCPS.

HCPS BETA RESULTS

- The classroom approach used to train **Group III** proved to be the most successful.
 - Allowed staff to be introduced to CANS in a structured learning environment with an opportunity to apply knowledge and principles learned to relevant situations.
 - Enhanced staff appreciation of the CANS.
 - Also helped staff to embrace a new way to connect with families which ultimately leads to better service planning for those served.

HCPS Training Process

- Group III received a 6 hour classroom course from a curriculum developed by HCPS that included the following:
 - 1) instructor-led video presentations by Dr. Lyons;
 - 2) mini vignettes designed to test understanding throughout the training;
 - 3) a live video of an actual family, so that participants could practice applying the CANS principles to a real life situation; and
 - 4) group exercises designed to encourage peer-to peer learning and feedback.

HCPS LEARNING TOOLS

A TOOL
WITHOUT
PROPER
KNOWLEDGE
AND
SKILL IS JUST A
TOOL!



A Tool Is Only useful If You Know How To Use It!



Examples of HCPS Training Tools

Mini Vignettes designed
to test understanding
throughout the training

Family

[Family](#) (00:53)

- Group Activity
- Participants will use Flash Cards #0-3

Family

13-year-old Allan has some problems getting along with his two older brothers.

- 0
- 1
- 2
- 3

Family

13-year-old Allan has some problems getting along with his two older brothers.

- 0
- 1
- 2
- 3

Living Situation

[Living Situation](#) (1:03)

Living Situation

Nancy has the occasional fight at home with her parents; her parents are concerned about Nancy's behavior at home.

- 0
- 1
- 2
- 3

Living Situation

Nancy has the occasional fight at home with her parents; her parents are concerned about Nancy's behavior at home.

- 0
- 1
- 2
- 3

Group Exercise #5
“Mike”

<http://vimeo.com/17398128>

Live video of an actual family, so that participants could practice applying the CANS' principles to a real life situation

“The Ryan Family Video Project”

[Ryan Video](#) (39:18)

DATA RESULTS

- Since the institution of this course, more than 90% of our students have completed the CANS with an 80% pass rate.
- Over the past 4 years HCPS has certified and recertified more than 600 users with a pass rate of more than 80%.
- Data has shown that when staff is given an opportunity to learn about CANS in a classroom setting, they tend to embrace the concept better and are better equipped to apply the CANS principles in a more consistent and reliable manner.

HCPS Future Plans

- Partnering agency participation in HCPS Training.
- Strategic planning with partnering agencies with CANS curriculum development.
- Development of a Harris County Prevention CANS...



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Questions...

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