

TAC

Training for
Adoption
Competency

**“THIS PROGRAM
CHALLENGED ME TO
LOOK AT SOME
ENTRENCHED
VIEWS/WAYS OF
LOOKING AT HOW I
WORK...REINFORCING
SOME THINGS...
REPLACING OTHERS
WITH MORE
CURRENT/EVIDENCE
BASED METHODS.”**

▪ FORMER TAC STUDENT

**“[TAC] HAS ENABLED ME
TO HAVE IMPROVED
BOLDNESS AND
CONFIDENCE IN
WORKING TO DIRECTLY
ADDRESS ADOPTION
QUESTIONS, ISSUES, AND
CONCERNS WITH
CLIENTS.”**

▪ FORMER TAC STUDENT

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ABOUT TAC

Training for Adoption Competency (TAC)

is a post-Master's curriculum created by the Center for Adoption Support and Education (C.A.S.E.) with the assistance of a National Advisory Board of adoption experts. It is a comprehensive, evidence-based training designed exclusively for licensed mental health professionals, providing clinical knowledge and skills needed to effectively serve the adoption and kinship network.

TAC is designed to increase families' and individuals' access to adoption competent mental health professionals and to improve the well-being of adopted children and youth and their families.

Through classroom and remote instruction as well as clinical case consultation, TAC students master 18 areas of knowledge, values and skills that are critical to adoption-competent mental health services.

- 72 hours
- 12 sessions
- National recognition in C.A.S.E.'s online Directory of Adoption Competent Professionals, joining more than 1800 TAC graduates
- CEUs earned for licensed social workers



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inspire.
empower.**

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**“I AM MUCH MORE
AWARE OF DIFFERENT
THERAPEUTIC
APPROACHES THAT ARE
AVAILABLE AND WHAT
APPROACHES WORK
BEST WITH DIFFERENT
CHILDREN.”**

▪ FORMER TAC STUDENT

**“[TAC HELPED ME TO]
REAFFIRM THAT EVEN
THOUGH THE BIRTH
PARENT IS PHYSICALLY
ABSENT, THEIR
PSYCHOLOGICAL
PRESENCE IS ALWAYS
THERE.”**

▪ FORMER TAC STUDENT

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LEARNING OBJECTIVES

The general learning objectives for the TAC are that participants will:

- Develop clinical skills in working with adopted children and youth and adoptive families on issues of loss, grief, separation, identity formation and attachment.
- Develop clinical skills in working with adopted children and youth and adoptive families on issues related to the impact of genetics and past experiences on adjustment and the psychological well-being of adopted children.
- Understand how trauma impacts adopted children and tools and techniques to support recovery from adverse beginnings.
- Understand the issues that impact identity formation for adopted youth and young adults.
- Learn how to support adoptive parents in developing therapeutic strategies in response to their children's challenging behaviors.
- Develop assessment and intervention skills with different types of adoptive families and with birth families.
- Learn the developmental stages of adoptive families and the process of adoptive family formation and integration.
- Develop skills in working with adopted children, youth and adults, adoptive families and birth families on issues of adoption openness and ongoing connections.
- Develop an understanding of the racial, ethnic and cultural issues in adoption and how to work with transracial and transcultural families.
- Identify and utilize evidence-based and evidence-informed practices and interventions with individuals affected by adoption.
- Learn how to work effectively with service systems and the community on behalf of adoptive families.
- Reinforce and strengthen the learning process through the case consultation process, resulting in strong transfer of learning to practice.

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TAC is a nationally recognized evidence-based, post-Master's training program for professionals in the social work, mental health and child welfare fields.

This prestigious training program provides significant benefits for the clinicians who complete the program and their employers.

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BENEFITS FOR CLINICIANS

- Gain an in-depth understanding of core adoption issues, current clinical tools and evidence-based approaches.
- Develop advanced skills through clinical case consultation from adoption-competent experts.
- Demonstrate their knowledge and skill to clients and agencies.
- Earn CEUs to fulfill professional development requirements.
- Receive national recognition in C.A.S.E.'s directory of TAC-graduate adoption-competent professionals.



BENEFITS FOR EMPLOYERS

- Adoption-competent clinicians on staff enhance an agency's capacity while attracting increasing numbers of referrals with a resulting positive impact on revenue.
- Research shows that adoptive families strongly prefer therapists who have completed specialized training and address treatment through an adoption lens.
- Highly trained clinicians experience greater job satisfaction, higher levels of motivation and are more likely to remain in their positions longer.
- Specially-trained adoption-competent clinicians support their agencies in risk management by bringing quality, evidence-based clinical practices to their work.

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**“THE MOST IMPORTANT
THING I LEARNED WAS
TO BE REMINDED TO
BRING UP
CONVERSATIONS
SURROUNDING
ADOPTION ISSUES
RATHER THAN JUST
SIMPLY BEING AWARE
OF THEM, AND I’M
DOING THAT MORE
CONSISTENTLY.”**

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EVALUATION

TAC is subject to ongoing, rigorous evaluation designed to assess training delivery, outcomes, and effectiveness:

- Training delivery is assessed using fidelity observations and feedback on each of the modules from participants and trainers.
- Training outcomes are assessed using pre- and post-training self-assessments of adoption competency and surveys reporting changes in clinical practices at the midpoint and conclusion of training.
- Training effectiveness is assessed using a pre- and post-test administered to training participants and to a comparison group of comparably qualified clinicians. In addition, interviews are conducted with TAC-trained clinicians six to eight months after training completion to identify and explore the longer-term impact(s) of training on clinical practices.

APPROACH

The evaluation implementation employs a team approach with PolicyWorks, Ltd. providing leadership for evaluation across replication sites. Data from trainees and from trainers are collected online using technologies provided by PolicyWorks, Ltd. to which replication sites have access.



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For immediate release

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Center for Adoption Support and Education's Training for Adoption Competency (TAC) Program Listed on California Evidenced-Based Clearinghouse for Child Welfare

BURTONSVILLE, Md.— The Center for Adoption Support and Education is pleased to announce the listing of Training for Adoption Competency (TAC) on the California Evidenced-Based Clearinghouse for Child Welfare (CEBC), a nationally recognized body that applies rigorous standards of review to identify effective programs.

[TAC](#) was rated in the Topic Area of Child Welfare Workforce Development and Support Programs with a scientific rating of (3) Promising Research Evidence and with a Child Welfare Relevance rating of High. Of 17 programs in the Child Welfare Workforce Development and Support topic area, TAC is one of only two programs rated (3) Promising Research Evidence and no programs in the Topic Area are rated higher. The direct link to detailed information on the Clearinghouse website is: <https://www.cebc4cw.org/program/training-for-adoption-competency-tac/>.

C.A.S.E. collaborates with training partner organizations to offer TAC in 17 states in which 1700 professionals have completed or are currently enrolled in the training. The body of research evidence of TAC's effectiveness was established through a still ongoing rigorous evaluation designed and conducted by PolicyWorks, Ltd.

David Brodzinsky , Ph.D. TAC National Advisor said of this accomplishment, "The breadth and depth of the TAC training, as well as the inclusion of group clinical supervision, provides mental health and child welfare professionals with the up-to-date knowledge and skills needed to enhance their professional work with adopted individuals, adoptive parents, and birth parents. The recent inclusion and rating of TAC as a "promising practice" in the California Evidence Based Clearinghouse for Child Welfare (CEBC) is further testament to its national reputation and acceptance as the leading adoption related training program for mental health and social casework professionals."

- MORE -



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Debbie Riley, C.A.S.E. Chief Executive Officer stated, “I am proud for this contribution to the field and the leadership C.A.S.E has taken to ensure that foster and adoptive families have access to competent mental health providers who have the knowledge, values and skills to meet their complex needs. I wish to thank all of our TAC training partners, trainers, staff, content experts and writers, and our National Advisory Board who have lent their expertise over the years. They have ensured that TAC builds critical core competencies and contains the most current best practices to guide clinical practice.”

This acknowledgement of the effectiveness of TAC will encourage even greater numbers of mental health professionals to complete this specialized training, creating a larger community of adoption competent clinicians to more effectively serve adoptive families across the country. Visit C.A.S.E. online to learn more about TAC at <https://adoptionsupport.org/adoption-competency-initiatives/training-for-adoption-competency-tac/>.

C.A.S.E. is a nationally-recognized leader in mental health services for the adoption and foster care community. The nonprofit organization’s mission is to improve the lives of children who have been adopted or in foster care and their families through counseling, lifelong education, and a growing national network of trained professionals. With seven offices in the Washington, D.C., Baltimore, Maryland and Albany, New York areas, C.A.S.E. has provided clinical services for more than 6,100 clients and their families since its founding in 1998. Visit www.adoptionsupport.org to learn more.

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