

Mandatory Reporting Task Force Training

Overview:

The task force has been [charged](#) with four directives specific to training. The task force must analyze “standardized training that addresses implicit bias” (Directive III), “standardized training that addresses the requirements of the law pursuant to this Part 3” (Directive V), “training requirements for people applying for or renewing a professional license for a profession that is identified as a profession required to report child abuse or neglect pursuant to Section 19-3-304” (Directive XV), and “standardized training regarding the county departments’ process to determine which reports meet the threshold for assessment and investigation” (Directive XVII).

Training Recommendation:

The Mandatory Reporting Task Force recommends the creation of statutorily required, standardized training for all mandatory reporters. Such training should be developed with the intention of providing all mandatory reporters with an understanding of how to make a report, as well as an understanding of the current disproportionate impacts of mandatory reporting on children and families of color, under-resourced communities and persons with disabilities.

The development and implementation of this required training should address the following attributes:

1. Mandatory reporters should be **required** to take the standardized training on a **recurring basis**.
2. The standardized training should contain extensive content regarding **implicit bias and the disproportionate impacts** of mandatory reporting on communities of color, under-resourced communities, and persons with disabilities. These components should be **threaded throughout** the training.
3. In developing a standardized training, it should be assessed which entity is best situated to **administer** the training and ensure **compliance**. This may be the same entity, or such duties may be split among entities.
 - a. The entities in charge of administration and compliance will consult a team comprised of diverse external stakeholders including individuals with lived experience, professionals who provide direct services and organizations who advocate on behalf of various populations impacted by mandatory reporting.

4. The standardized training should contain information about **any alternative processes and services** such as decision support tools, consultation options and warmlines as recommended by this task force.
5. The standardized training should include components to ensure **knowledge and skill acquisition**, rather than simply compliance or completion. Such elements may include one or more of the following:
 - a. Conducting pre/post tests to measure knowledge growth and improvement.
 - b. Offering knowledge checks during the training for participants to gauge their success or areas of needed improvement in real time.
 - c. Utilizing a learning management system (LMS) to conduct immersive situational scenarios for participants to apply knowledge.
 - d. Offering an environment for participants to practice skills with instructors and other participants through scenario-based role plays and activities that require active participation.
6. The standardized training should contain information to educate participants about the **county department's process** to determine which reports meet the threshold for assessment and investigation.
7. The standardized training should contain information to **educate** participants about what information mandatory reporters and impacted families can expect to receive after a report is made.
8. Curriculum for the standardized **training should be developed by** a body that represents a wide range of stakeholders, including those with lived experience, **X, Y, Z**.
9. The standardized training for mandatory reporters should be **reviewed** and, if necessary, amended on a recurring basis.
 - a. Data should be collected on an ongoing basis regarding the disparate impact of mandatory reporting on children and families of color, under-resourced communities and persons with disabilities. Data should also be collected on an ongoing basis regarding the impact of mandatory reporting on addressing immediate safety needs of children.
 - b. Review and amendment of the standardized training should involve the review and evaluation of data mentioned above to inform necessary changes and highlight potential progress made in reducing disparities.
10. For applicable professions, a state authority should have the ability to **withhold licensure and/or certification** for failure to complete the standardized training.