

# TAC

Training for  
Adoption  
Competency™

The only accredited,  
assessment-based  
certificate program on  
adoption competency  
in the country



## Training for Adoption Competency (TAC™)

is a postgraduate curriculum created by the Center for Adoption Support and Education (C.A.S.E.™) with the assistance of a national Advisory Board of experts in child welfare, adoption and mental health as well as individuals with lived experience.

TAC is accredited by the Institute for Credentialing Excellence. 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 kinship network.

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

The TAC program is designed to increase access to adoption competent mental health for all members of the adoption kinship network and to improve the well-being of adopted children and their foster, adoptive, or guardianship families.

*“This training was an incredible experience and I feel like I have grown personally, professionally, and intellectually. I feel more confident that I can make a difference in the work that I do.”*

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## BENEFITS



### for EMPLOYERS

- Adoption competent clinicians on staff enhance an agency's capacity while attracting new referrals, resulting in increased revenue.
- Research shows that TAC-trained clinicians engage in practices that produce better child and family outcomes and higher client satisfaction.\*
- Highly trained clinicians experience greater job satisfaction, higher levels of motivation and are more likely to remain in their positions longer.
- TAC is the only accredited, assessment-based certificate program on adoption competency in the country. TAC trained clinicians support their agencies in risk management by bringing quality, evidence-based clinical practices to their work.

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### 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.
- Earn CEs to fulfill professional development requirements.
- Receive national recognition in C.A.S.E.'s Directory of TAC Trained Mental Health Providers.

*“My perspective has been so enhanced by the material presented in this process! I am the better therapist for it.”*

### for FAMILIES

TAC training produces more effective clinical practice and better outcomes with adoptive families.\* Families treated by TAC trained clinicians:

- were significantly more satisfied overall, with clinician performance, and with child and family outcomes.
- reported significantly more positive outcomes for their families on measures of communication openness, adoption knowledge, relationships, and parenting skills and for their child on measures of daily functioning and relationships.

\*“Study of the Effects of Training for Adoption Competency on the Quality and Effectiveness of Clinical Services with Adoptive Families”, .Anne J Atkinson, Ph.D., PolicyWorks, Ltd., October 2020



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## LEARNING OBJECTIVES

### TAC program participants will:

**Identify** appropriate evidence-based and evidence-informed practices and interventions with individuals affected by adoption.

**Incorporate** learning into clinical practice more rapidly through the case consultation process.

**Advance** clinical skills in working with children and youth and their adoptive and birth families on:

- issues of loss, grief, separation, identity formation and attachment.
- the impact of past experiences on adjustment and the psychological well-being of adopted children.
- issues of adoption openness and ongoing connections.

**The TAC program includes CEs, certificate of completion, digital badging and national recognition in the Directory of TAC Trained Mental Health Providers.**



The TAC program is a nationally recognized, evidence-based, postgraduate training program for licensed clinicians who work with adoptive families in a broad range of settings.

### Understand

- how trauma impacts children and the tools and techniques to support recovery from adverse beginnings.
- the issues that impact identity formation for adopted youth and young adults.

### Learn

- how to support adoptive parents in developing therapeutic parenting strategies in response to their children's developmental and behavioral challenges.
- how to work effectively with service systems and community supports on behalf of adoptive families.
- the developmental stages of adoptive families and the process of adoptive family formation and integration.

### Develop

- assessment and intervention skills with different types of adoptive families and with birth families.
- an understanding of the racial, ethnic, and cultural issues in adoption and how to work with families who adopt transracially/transculturally.

The **TAC** program 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 a comparison group of comparably qualified clinicians.
- In addition, the longer-term impacts of training on clinical practices are assessed in post-training follow-up surveys and interviews.



## APPROACH

**Rated as a promising practice with high relevance for child welfare by the California Evidence-based Clearinghouse for Child Welfare.**

Data from participants and from trainers are collected online and findings are systematically used to ensure training is delivered effectively and content remains highest quality.

**The TAC program is evaluated rigorously with over 2,000 graduates**

*“Thank you for a transformative educational experience.”*

