

Investigations

Day 10 – Participant Manual



What Investigations Look Like

Professional Growth

Investigator Wellness

Training Closure

Day 10:

Investigations Training Agenda

Friday	
9:00 – 9:30	Welcome Pre-Test
9:30 – 10:30	What Investigations Look Like
10:30 -10:45	Break
10:45 – 12:00	Professional Growth
12:00 – 1:00	Lunch Break
1:00 – 2:15	Investigator Wellness
2:15 - 2:30	Break
2:30 – 3:30	Training Closure
3:30 – 4:00	Wrap Up and Review

Investigations Specialty Training

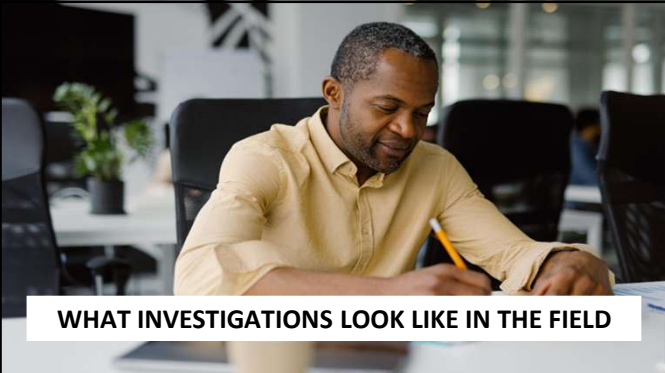




MIDSOUTH
COLLEGE OF BUSINESS, HEALTH,
AND HUMAN SERVICES
UNIVERSITY OF ARKANSAS AT LITTLE ROCK

Day 10

1



WHAT INVESTIGATIONS LOOK LIKE IN THE FIELD

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TRANSITIONING FROM
TRAINING TO FIELD PRACTICE



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Target Outcomes



- Connect the full progression of an investigation, from referral through findings, protective action, court involvement, and transition to continued Division involvement.
- Apply strategies for prioritizing responsibilities during active investigations.
- Assess common challenges experienced when transitioning from training to field work, recognizing that questions, uncertainty, and continued growth are normal and expected throughout a career.

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Closing The Flowers Case



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From Referral to Case Transition



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Training VS Reality

7

Managing Priorities During Active Investigations



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Using Supervision, Consultation & Team Support Effectively



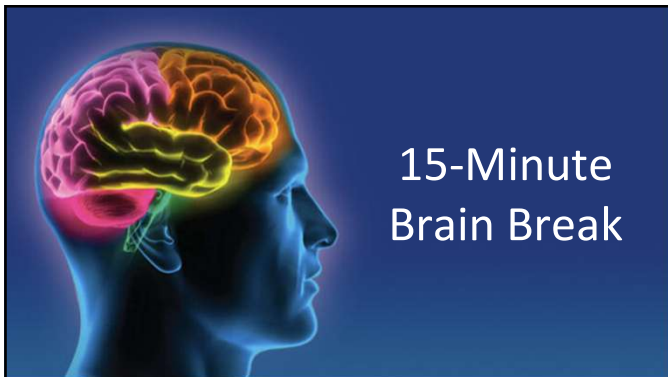
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A Day In The Life Of An Investigator

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Lessons From The First Year In The Field

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Target Outcomes



- Understand how investigative judgment develops through experience, reflection, supervision, and continued learning.
- Apply strategies for learning from experience and feedback.
- Assess personal strengths and growth opportunities, recognizing that professional growth, confidence, and competence continue throughout a career.

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How Investigative Judgement Develops Over Time

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Making Decisions When You Don't Have Every Answer

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Learning Through Feedback, Reflection & Experience



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Advice To Your Future Self

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Growth Is A Process, Not A Destination



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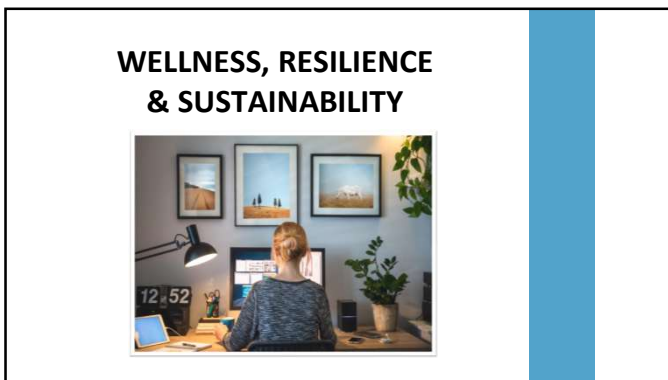
Lunch Break

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**INVESTIGATOR WELLNESS, RESILIENCE,
AND PROFESSIONAL SUSTAINABILITY**

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**WELLNESS, RESILIENCE
& SUSTAINABILITY**



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**Target
Outcomes**



- Understand how the demands of child welfare work can affect personal well-being, professional effectiveness, and long-term career satisfaction.
- Apply strategies for managing workplace stress and maintaining professional balance through healthy habits and boundaries.
- Assess personal wellness habits and areas for improvement, recognizing resilience and sustainability as important professional skills

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The Impact of Child Welfare Work

Proactive approaches to maintaining well-being.



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Recognizing Stress, Fatigue & Burnout



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Professional Boundaries & Sustainable Practice

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Building Your Professional Wellness Plan

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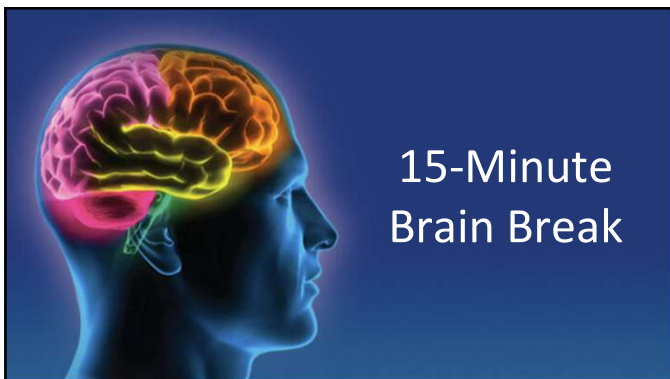
Taking Care Of You While Taking Care Of Others

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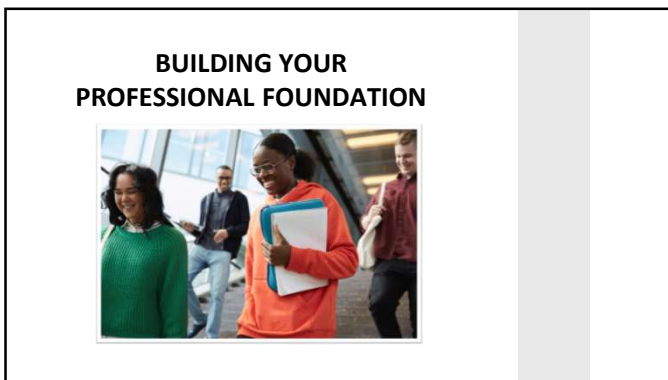
15-Minute Brain Break

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Target Outcomes



- Understand how available supports and resources assist during the transition from training to field practice.
- Apply strategies for utilizing available supports and resources.
- Assess personal readiness for entering the field, recognizing that professional identity develops through daily choices and habits, and that training provides the foundation for action.

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Transitioning From Training To Practice

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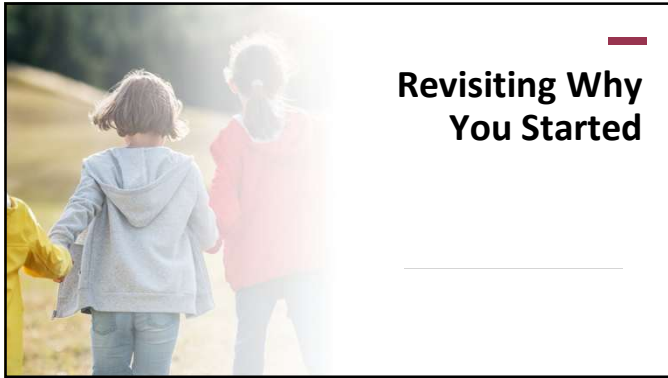
Building Your Professional Foundation



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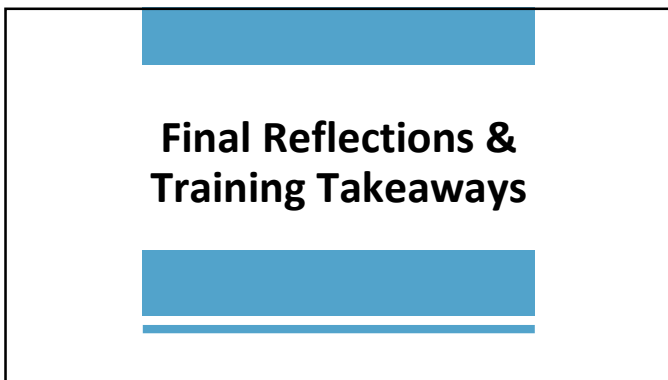
Commitment To The Journey Ahead

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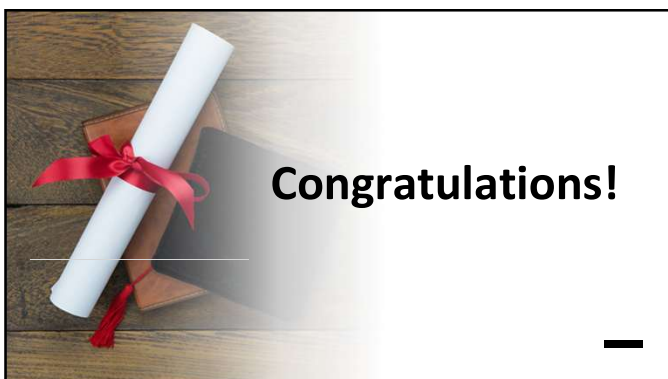
Revisiting Why You Started

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Final Reflections & Training Takeaways

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Congratulations!

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Target Outcomes Evaluation

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Investigations Week 8 Post-Test Assessment

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WHAT INVESTIGATIONS LOOK LIKE IN THE FIELD

Purpose: This notes page is designed to help specialists prepare for the transition from training to field practice. While training provides a strong foundation, experience, supervision, and continued learning help professionals develop confidence and judgment over time.

TRAINING VS. FIELD PRACTICE

Training provides opportunities to learn investigative processes, practice skills, and apply concepts within a structured environment.

Field practice often includes:

- Multiple active investigations at the same time.
- Competing priorities.
- Unexpected developments.
- Time-sensitive decisions.
- Changing information.
- New challenges each day.

No two investigations are exactly alike.

While policies, procedures, and practice models provide guidance, specialists must also learn how to adapt to the unique circumstances of each family and situation.

WHAT NEW SPECIALISTS OFTEN EXPERIENCE

Many new specialists have experience:

- Excitement about beginning field work.
- Questions regarding decision-making.
- Uncertainty when facing unfamiliar situations.
- Concern about making mistakes.
- Difficulty balancing competing priorities.
- Growing confidence over time.

These experiences are normal.

Confidence develops through practice, repetition, consultation, and experience.

THE IMPORTANCE OF PROFESSIONAL CURIOSITY

Professional curiosity involves:

- Asking questions.
- Seeking additional information.
- Remaining open to new perspectives.
- Exploring concerns thoroughly.
- Avoiding assumptions.
- Continuing to learn.

Strong investigators remain curious throughout their careers.

USING SUPERVISION EFFECTIVELY

Supervisors provide support through:

- Guidance
- Consultation
- Feedback
- Skill development
- Case review
- Decision-making assistance

Prepare for supervision by:

- Organizing information.
- Identifying questions.
- Clarifying concerns.
- Bringing potential options.

- Remaining open to feedback.

Supervision is a resource, not a sign of weakness.

BUILDING INVESTIGATIVE JUDGMENT

Investigative judgment develops through:

- Experience
- Reflection
- Consultation
- Observation
- Practice
- Continued learning

Good judgment is rarely developed from a single case or experience.

It grows gradually through repeated opportunities to gather information, assess situations, make decisions, and learn from outcomes.

PROFESSIONAL GROWTH

Effective specialists:

- Continue learning.
- Seek feedback.
- Ask questions.
- Reflect on experiences.
- Build professional relationships.
- Develop new skills over time.

Growth is an ongoing process rather than a final destination.

REFLECTION NOTES

What are you most looking forward to about entering the field?

What professional strengths will support your success?

What areas do you want to continue developing?

What resources will help you continue learning?

What professional habits do you want to build during your first year?
