



CRB Core Competencies

Citizen Review Board Volunteer Board Members must complete 8 hours of continuing education each year; one of which must relate to cultural responsiveness.

The Citizen Review Board has identified five core competencies for CRB volunteers and staff. The core competencies outline what the CRB volunteers and staff need to know and be able to do in order to achieve the vision of the Citizen Review Board. The five core competencies are (1) The Law; (2) The Review Process; (3) Policy and Systems Advocacy; (4) Cultural Responsiveness; and (5) Safety, Health and Well Being.

(1) **The Law** competency requires CRB volunteers and staff to have knowledge and understanding of the history of the law and fundamental concepts contained in the law, as well the ability to apply the law properly in every case reviewed.

(2) **The Review Process** competency involves recognizing that effective and efficient reviews contribute to services being in place for children and families, achieving timely permanency for children, and highlighting the strengths and weaknesses of the child welfare system.

(3) The **Policy and Systems Advocacy** competency recognizes that the CRB has a dual mandate to review the cases of children in substitute care and to advocate for changes to the systems affecting them and their families. Citizen participation, leadership and advocacy play an important role in driving public policy through the legislative process.

(4) The **Cultural Responsiveness** recognizes that in order to be successful, the CRB must be able to show that we reflect, respect and respond to the diverse populations we serve, and that CRB volunteers and staff should continually strive to be culturally responsive.

(5) The **Safety, Health and Well-being** competency involves an acknowledgement that a child's health, safety and well-being are crucial to achieving permanency. Safety, health and well-being are achieved when a child lives in a stable home free from maltreatment, with caregivers to whom the child is attached, and with caregivers who are competent in nurturing the child's physical, social-emotional and educational development.