

# Supervision Tool

## Caring for Child Survivors Knowledge Assessment (CCS-KA)

Date:  
Staff Name:  
Supervisor:

### Instructions for Administering the Tool

#### PURPOSE

This assessment tool represents the minimum standard technical knowledge competency areas required for health and psychosocial service providers working with child survivors of sexual abuse. Competent care rests on service providers understanding core child sexual abuse concepts. This is a staff supervision tool for supervisors to use with staff providing care directly to children and families.

#### INSTRUCTIONS

- (1) This supervision tool should be performed through a verbal interview between the staff and his/her supervisor in a quiet and confidential location.
- (2) The supervisor should inform the staff person this tool is being used to assess areas where further capacity building is needed. It is not a performance evaluation tool. The supervisor should explain they will receive a score to determine if individual staff member 'meets' the overall knowledge competency assessment.
- (3) The supervisor will ask the staff person to share his/her knowledge on the 20 topic areas in the tool. The supervisor will score the response accordingly:
  - **Met:** If the individual is able to answer the questions correctly and fully, they will receive a mark of 'met'.
  - **Partially Met:** If the individual is able to answer **at least 50%** of the question, they will receive a mark of partially met. For example, if the question is, "name 4 signs and symptoms of abuse" and the person can only name 2, they will receive a 'partially met' score.
  - **Unmet:** If the individual is unable to answer the question, they will receive a mark of 'unmet'.
- (4) Once the Assessment is complete, the supervisor will score the assessment and discuss with the staff member his/her score, what it means, and any further capacity building needed.

### Administering the Tool

Knowledge Competency Area	Criteria for Answering Correctly	Met 2 pts	Partially Met, 1 pt	Not Met 0 pts
1. Explain the general definition of child sexual abuse	Need to make these main points for full score <ol style="list-style-type: none"> <li>1. Must be able to describe who is considered a child (boy or girl under 18).</li> <li>2. Must talk about using power over a child for sexual purposes.</li> <li>3. <i>Will likely start to describe specific acts of sexual abuse which you can also count as points towards the question below.</i></li> </ol>			
2. What are the examples of sexual abuse that involves touching (contact)	Needs to be able to name at least two examples for full score <ol style="list-style-type: none"> <li>1. Forced anal, vaginal or oral sex.</li> <li>2. Touching a child's breast, buttocks or anus in a sexual way.</li> <li>3. Forcing a child to touch private parts of another person for sexual purpose.</li> </ol>			
3. What are the examples of sexual abuse that does NOT involve touching (non contact)	Needs to be able to name at least five examples for full score: <ol style="list-style-type: none"> <li>1. Forcing a child to watch sexual movies, read stories or look at sexual images.</li> <li>2. A person showing their sexual parts to a child for sexual purposes (i.e. masturbating in front of a child).</li> <li>3. Taking pictures of a child in sexual positions.</li> <li>4. Making a child watch sexual acts on purpose.</li> <li>5. Talking to a child in a sexual way.</li> <li>6. Inappropriately watching a child undress or go to the bathroom (meaning doing this because the person is sexually gratified by doing this).</li> </ol>			

4. What are the common types of sexual abuse in your work setting		1. This answer key should be developed in your context.			
5. Explain who are possible perpetrators of sexual abuse	Need to be able to make these main points for full score:	<ol style="list-style-type: none"> <li>Children are <b>most often</b> abused by people the child knows and trusts.</li> <li>Also mention that children can perpetrate sexual abuse against other children.</li> <li>Strangers can also sexually abuse.</li> <li>Other fact that is specific to context.</li> </ol>			
6. Explain the reasons why a child may not tell anyone about sexual abuse	Need to be able to identify at least 6 reasons for full score:	<ol style="list-style-type: none"> <li>Fear of being hurt.</li> <li>Threatened by perpetrator.</li> <li>Fear of being blamed.</li> <li>Not knowing what happened was abuse.</li> <li>Protecting family /parents.</li> <li>Shame and guilt.</li> <li>Manipulation (given something in exchange for not telling).</li> <li>Additional reason specific to population/cultural context.</li> </ol>			
7. Define direct and indirect disclosure	Need to be able to identify these points for full score:	<ol style="list-style-type: none"> <li>Direct disclosure is when the child survivor or the child survivor's family members/friends directly shares about the abuse.</li> <li>Indirect disclosure is when someone witnesses the sexual abuse to the child, or if the child contracts a sexually transmitted disease or the child becomes pregnant.</li> </ol>			
8. Why is it important to know how sexual abuse was first found out (i.e. disclosed)	Need to be able to identify these 3 points for full score:	<ol style="list-style-type: none"> <li>To know whether or not the child was 'willing' for the sexual abuse to be disclosed.</li> <li>To know if the child told someone already, to identify this person as a possible person of trust.</li> <li>To know whether or not the primary caregiver is aware, as this will affect how the care and treatment is coordinated with the family.</li> </ol>			
9. List the common signs and symptoms of sexual abuse for children ages 0-5	Need to be able to identify at least 5 signs and symptoms for full score:	<ol style="list-style-type: none"> <li>Crying, whimpering, screaming that is not usual behavior</li> <li>Trembling, fearful.</li> <li>Not wanting to separate from caregivers, may be more attached than normal.</li> <li>May not want to leave places they feel safe.</li> <li>Sleeping problems.</li> <li>Problems developing, such as losing ability to talk.</li> </ol>			
10. List the common signs and symptoms of sexual abuse for children ages 6-9	Need to be able to list at least 6 signs and symptoms for full score:	<ol style="list-style-type: none"> <li>Fear of particular people, places or activities.</li> <li>Behaving like a baby (e.g., going to the bathroom in bed or wanting parents to dress them).</li> <li>May refuse to go to school.</li> <li>Touching their private parts a lot.</li> <li>Feelings of sadness.</li> <li>Nightmares (very bad dreams) or problems sleeping.</li> <li>Stay alone and away from family or friends.</li> <li>Eating problems, such as not wanting to eat or wanting to eat all the time.</li> <li>Additional reactions that are common to population/cultural context.</li> </ol>			
11. List the common signs and symptoms of sexual abuse for children ages 10-18	Need to be able to list at least 6 signs and symptoms for full score	<ol style="list-style-type: none"> <li>Depression, sadness, crying.</li> <li>Nightmares.</li> <li>Problems in school (hard to concentrate).</li> <li>Withdrawing from friends and community activities</li> <li>Anger and fighting.</li> <li>Think about the abuse all the time, even when they don't want to.</li> <li>Thoughts of wanting to die; attempted suicide.</li> <li>Additional reactions that are common to population/cultural context.</li> </ol>			

<b>12. What are common social consequences of sexual abuse for a child</b>	Need to be able to identify at least 4 consequences for full score:	<ol style="list-style-type: none"> <li>1. Shunned by family and/or community.</li> <li>2. Blamed by family/community.</li> <li>3. Stigmatization and being 'outcast.</li> <li>4. Seen as a 'bad girl' or a 'homosexual boy'.</li> <li>5. Other culturally relevant reason.</li> </ol>			
<b>13. What are common health consequences of sexual abuse for a child?</b>	Need to be able to identify at least 8 health consequences for full score:	<ol style="list-style-type: none"> <li>1. Injury (bruises, broken bones, vaginal injuries).</li> <li>2. Disease / Infection.</li> <li>3. Chronic Infections.</li> <li>4. Chronic Pain.</li> <li>5. Gastrointestinal problems.</li> <li>6. Sleep Disorders.</li> <li>7. Unwanted Pregnancy.</li> <li>8. Unsafe Abortion.</li> <li>9. STIs including HIV.</li> <li>10. Menstrual disorders.</li> <li>11. Pregnancy complications.</li> <li>12. Gynecological disorders.</li> </ol>			
<b>14. What are the four main areas of need a child will have immediately after sexual abuse?</b>	Need to name all 4 to receive full credit:	<ol style="list-style-type: none"> <li>1. Safety Needs.</li> <li>2. Health Needs.</li> <li>3. Psychosocial Needs, and</li> <li>4. Legal Justice Needs.</li> </ol>			
<b>15. What are some special considerations related to boy child survivors</b>	Need to make these 4 points for full score:	<ol style="list-style-type: none"> <li>1. Boys can be sexually abused.</li> <li>2. Boys may have an even harder time disclosing.</li> <li>3. Boys may experience deep shame and/or fear that sexual abuse causes homosexuality.</li> <li>4. Other point provided that is relevant to the cultural context.</li> </ol>			
<b>16. What are the factors that can make sexual abuse more serious</b>	Need to be able to list at least 5 factors for full score:	<ol style="list-style-type: none"> <li>1. Age of the abuse.</li> <li>2. If violence was used.</li> <li>3. How long the abuse went on (longer = worse).</li> <li>4. the relationship the child has to the perpetrator (closer relationship = worse).</li> <li>5. What happened after the abuse. For example, was the child believed and helped? (not believed = worse)</li> <li>6. Other fact that is specific to context.</li> </ol>			
<b>17. What are some common feelings caregivers may have after hearing about their child being sexually abused</b>	Need to list at least 5 feelings below for full score:	<ol style="list-style-type: none"> <li>1. Blaming themselves for the abuse.</li> <li>2. Fear for their child's health and safety.</li> <li>3. Guilt and shame.</li> <li>4. Anger at their child.</li> <li>5. Misunderstanding their child, for example, thinking child is lying.</li> <li>6. Other reaction provided that is relevant to the cultural context.</li> </ol>			
<b>18. What can help to promote children's coping and healing.</b>	Need to list at least 5 factors for full score:	<ol style="list-style-type: none"> <li>1. Caring and timely support.</li> <li>2. Family and social support and care.</li> <li>3. Ability to continue with education and other activities the child was involved in prior to the abuse.</li> <li>4. Psychosocial interventions that help the child understand and manage their reactions to the abuse.</li> <li>5. Individual capacity of the child.</li> <li>6. Religious or spiritual beliefs.</li> <li>7. Other that is specific to the context.</li> </ol>			

