Integrated Recruitment, Development and Support

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Integrated Recruitment, Development and Support

Comprehensive, connected approach to recruiting, responding to, training and developing, and supporting foster, adoptive and kinship families
Responsibilities in Recruitment, Development and Support

- Determining Recruitment Needs and Strategies
- Family Orientation and Training
- Matching and Placement
- Support to Families
  - During the licensing process
  - After Approval
  - During Placement
Integrated Approach to Recruitment, Development and Support

- Shared Role in Recruitment, Development and Support
- Shared Data for Informed Planning
- Continuous Feedback Loops
- Seamless approach
Possibilities With An Integrated Approach

- Leadership, staff and partners would understand connections between recruitment, development and support
- Services would be aligned with needs of children and families
- Data would be available and used to inform each step of the work
- Staff would have formal connections and communications for consistent messaging of how the work is interconnected
- Families would have consistency in workers through recruitment to placement
- Data that helps staff understand the characteristics of successful families
- Families would have ongoing support before and after placement
Leading to...

- Effective and efficient recruitment planning and implementation
- Improved coordination among staff and partners
- Child and family centered approaches supporting family engagement
- Improved family preparation using data on families’ needs
- Increased placement stability
- Pool of families that feel supported leading to positive experiences
- Pool of families able to parent more children and longer
SUPPORT MATTERS GUIDE: Outline

• The Value of Support Services
• Assessing Children’s and Families’ Needs
• Effective Support Services
• Public/Private Partnerships
• Implementation
Assessing the Need for Services

• Determining what services are being offered now — both by the child welfare agency and the broader community
• Talking with experts in the field
• Surveying families about their needs
• Conducting focus groups of parents and youth
Types of Questions to Ask

- Specific issues or diagnoses the children or youth have
- How the family is functioning; what the stress points are
- What services the families need and are using; if they’ve helped
- What they’ve needed but not been able to find
- What they’ve used that hasn’t been helpful
- What youth wish their parents knew
- What support youth need
Support Services — Types of Services

Basic Services

• Child or youth assessment
• Information
• Navigation, advocacy, and referral
• Training and other development
• Birth family mediation and adoption search
Support Services — Types of Services

Enhanced Services

- Peer support (parents and youth)
- Mentoring (parents and youth)
- Other services for children and youth
- Case management
- Educational support and advocacy
- Respite
- Camps or retreats
- Financial or material supports
Support Services — Types of Services

More Intensive Services

• Therapeutic services, including in-home and community-based services and residential treatment alternative programs

• Crisis intervention
Midwest Foster Care and Adoption Association

- Advocacy and support
- Parent mentoring
- Youth mentoring
- Respite care
- Support groups
- Training
- Newsletter and email information
- Support with clothes, toys, school supplies, etc.
Behavioral Interventionist Program
Midwest Foster Care Association/Lifeworks Family Treatment/Missouri Children’s Division

- Accept referrals from therapists, child welfare workers, parents; significant trauma histories, behavioral issues, mental health issues.
- Evaluate child and family strengths. Match with clinically trained therapeutic treatment team.
- Identify source of funding: Adoption subsidy, Children's treatment service dollars, mental health levy funding, Medicaid rehab dollars, self pay.
- Provide direct service to child in the home and community.
- Document daily shift logs and incidents which occur.
- Provide supervision and consultation in home to BI professional weekly.
- Meet with families to access progress and problem solve
- Re-evaluate progress and ongoing services every three months.
Anu Family Services

- Treatment foster care program with a strong permanency initiative
- Children and youth address grief and loss using 3-5-7 Model
- Six Steps to Family Search and Engagement to find permanent families
- Coaching and support to caregivers
Kennedy Krieger Institute Therapeutic Foster Care

Model integrates elements of treatment foster care with the Attachment, Self-Regulation, and Competency framework

A clinical social worker:
• Facilitates the development of relationships
• Serves as case manager
• Facilitates and supports permanency planning
• Ensures the child or youth and family have access to evidence-based treatments
• Connects the child or youth and family with needed psychiatric services, medical care, or community-based support
UCLA TIES for Adoption

Available one year after child placement

Services include:

• Preparation and support of prospective adoptive parents
• Pre-placement assessment of children and consultation with families
• Home visiting
• Support groups
• Counseling
• Mentoring for children and youth
• Mentoring for parents
• Evidence-based therapies
SENENCA FAMILY:  Wraparound, California

Goal: Help families develop skills and support to prevent possibility of residential treatment of children.

• Case planning & management
• Peer support
• Support & Advocacy
• Connection to other services
• Mental health services
Sierra Forever Families Post Adoption Support Services: California

Eight rural counties in CA:
CA Department of Social Services refers families

- Key Service Components:
  - Support Groups
  - Information, support, and referral services plus in-person services
  - Adoption competent therapeutic services
  - Training for parents & professionals
  - Help with adoption assistance
Where Should You Start?

DATA

NRCDR Resource: Data-Driven Recruitment: Key Data Elements on Foster and Adoptive Families
Steps You Could Take In One Month

• Discussion with staff about what an integrated approach might mean for their part of the work
• Convene staff involved in each step to brainstorm ways to share information, coordinate planning and connect their work
• Determine current available data related to recruitment, response, training/preparation, licensing and post placement needs.
• Begin sharing data across practice areas of recruitment, training, approval, placement and support, not forgetting private partners or tribal
• Meet with family support groups to hear of family experiences
• Identify new data elements which might be needed
Steps You Could Take In 6-Months

- Establish an integrated recruitment and support planning committee for leadership and creativity
- Review data on why families withdraw from the process or close
- Begin collecting new data and develop a system for sharing
- Involve experienced families in recruitment, orientation and training
- Explore how your child welfare systems’ recruitment, development and support of families came to be and the intent and options for shifting the way your system works.
- Coordinate with appropriate leaders of different units involved in recruitment, response, training, approval and support to work more closely together
Steps You Could Take in One Year

• Take a collaborative approach to developing and writing your diligent recruitment plan for the APSR

• Explore partnering with adoption exchanges, foster/adoptive parent support groups and other key groups for strengthening working together before and after approval and placement of children

• Identify revisions you can make to your data system and reports needed to support integrated approaches

• Review policies and organizational structures for needed system changes to support an integrated approach

• Plan new approaches for agency contracts for service providers that includes greater collaboration, coordination, data sharing

• Explore organizational restructuring for an integrated system of recruitment, development and support
Santa Cruz County, CA

- DR 1 Grantee
- Liaison from initial inquiry through approval process
- Helps with understanding approval process, completing paperwork, and provides emotional support
- Continuity in the point of contact through the process
Contact Information

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