

Integrated Recruitment, Development and Support

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NATIONAL RESOURCE CENTER FOR

DILIGENT RECRUITMENT

at AdoptUSKids

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 assess 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 integrate 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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