



TRAINING AND TECHNICAL ASSISTANCE E-NOTES APRIL, 2009

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A NOTE FROM SHARRI

Dear Readers,

As many of you may know, next month is **National Foster Care Month**. It is the time each year when we pause to formally honor, recognize and celebrate those who give so much of themselves

RECRUITMENT WORKS/RETENTION MATTERS

Does Money Matter? Foster Parenting and Family Finances is the title of a recent publication of Chapin Hall at the University of Chicago. Authored by Cheryl Smithgall, Jan DeCoursey, and Robert Goerge, the paper reviews and discusses findings from a study of Illinois foster parents. The study "revealed a connection between how they view their financial situation and the ways in which they understand and carry out their roles as foster parents." The researchers found the foster parents, including kinship care providers, could be grouped into three categories related to how they perceived their financial situation: strained, managing, and secure. Among the groups, differences were found in the caregivers views of their roles in identifying children's needs and helping children access or participate in services or recreational activities.

Three core issues arising from foster parent interviews are identified and discussed: economic supports for foster parents; clarification of roles for foster parents and caseworkers; and aspects of fostering that may be unique to relative caregivers. The authors caution that the findings should not be used as evidence of a relationship between foster parent's financial security and their capacity to care for children. Rather, they suggest that when considering recruitment and retention strategies, attention is given to developing services, training, financial assistance and other supports "that will provide a more positive experience for all foster parents and their foster children."

The publication may be [accessed here](#).

INTERJURISDICTIONAL PLACEMENT SERVICES

The Interjurisdictional Information Network States/Territories Profile map will soon be ready for launch on the AdoptUsKids website. This web-based resource was designed to provide ready access to the interjurisdictional requirements of every State and

throughout the year caring for America's most vulnerable children.

Recently, one of our consultants facilitated a focus group that included foster parents, and captured their responses to the question of "why do you do this?" I was blessed and inspired by their comments, and want to share a couple with you:

"It is pure joy, like Christmas, every time a new child comes into my home!"

"If you can change one child's life then you have a purpose for your life in this world."

May these comments also inspire and encourage you in the work you do.

Speaking of inspiration, the Children's Bureau is accepting nominations for their **Adoption Excellence Awards**. The annual awards recognize individuals, families, agencies, private organizations, courts, and businesses doing outstanding work to provide permanence for children from the foster care system. For nomination guidelines and forms please [click here](#).

Thanks for reading!

Sharri Black

Sharri Black, Director

NRC for Recruitment and Retention of Foster and Adoptive Parents at AdoptUsKids

US Territory in order to support timely interjurisdictional placements.

The information is written for child welfare case managers, placement workers, supervisors, and administrators who want to know the requirements as a *Receiving State* – if one of your studied families would be eligible for relative, foster, or adoptive placement of a child from another state; or as a *Sending State* – if a child from your State is being placed with a foster, relative, or adoptive family in another state. Watch our website www.adoptuskids.org for the launch of the States/Territories Profile Map later this month!

TIPS AND TOOLS

Web-Based Presentation of MEPA/IEP now available!

"Compliance with the Multiethnic Placement Act of 1994, as amended, and Title VI of the Civil Rights Act of 1964"

This web-based video presentation is sponsored by the Policy Division of the Administration for Children and Families, Children's Bureau, in coordination with the National Child Welfare Resource Center for Adoption (NCWRCA), a service of the Children's Bureau. The presentation will focus on:

- Federal laws that apply to the consideration of race, color, and national origin (RCNO) and how they interrelate
- Practical guidance on how child welfare agencies and social workers can comply with MEPA in their programs and daily practice
- Respective roles of the Administration for Children and Families (ACF) and the Office for Civil Rights (OCR) in the Department of Health and Human Services
- Enforcement of Title VI and MEPA
- Compliance Tips
- Resources
- Legal, Regulatory, and Policy Authority

This is a two part video presentation. You may access the presentation at the following link:

<http://www.nrcadoption.org/mepa/>. The video player allows for playback of audio and video files, along with pause, stop, fast forward, and reverse features for navigation. Due to the large file sizes, you may need to wait until download is complete before navigating within the video.



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Please help us share E-Notes with others by forwarding this issue, or by visiting the [T/TA website](#) to access our sign-up form.

CONTACT US

For more information about AdoptUsKids Training and Technical Assistance Services, contact Sharri Black at (303) 990-3750 or email sharri@adoptex.org.

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For a printer-friendly text version, [click here!](#)

For questions or more information, please contact Ingrid Parks at the NCWRCA at (248) 443-0306, or iparks@nrcadoption.org.

T/TA HIGHLIGHTS

The State of Kentucky, a Children's Bureau Diligent Recruitment Grantee, is looking for innovative solutions in customer service delivery to enhance the State's efforts to recruit, retain and supporting foster and adoptive families. To that end, the NRCFRRFAP was invited to share promising practices and "how to's" of targeted recruitment, with a focus on market segmentation methodology.

John McKenzie and Maureen Heffernan facilitated the presentation and discussion with a group of 32 representatives from the State, Regions, Private Agencies, Family Support Group and Universities. Participants heard some theory about market segmentation and then saw a detailed case study on how it was done quite successfully in the State of Washington. They also had an opportunity for a quick review of other targeted recruitment methods.

When asked what they liked about the TA session and what they might do differently as a result, participants said:

- "The thorough detail about market segmentation, the charts, the sample ads (targeting specific audiences) and doing analysis of their effectiveness."
- "(I will be) more targeted in my recruitment activities and encourage the folks I work with to be more customer friendly."
- "(This session) helped to develop partnership between public and private agencies."

We welcomed the opportunity to share a productive work day with our Kentucky colleagues and look forward to continuing our work with them in the future.

RECRUITMENT AND RETENTION NETWORK

We truly do appreciate you. You may not see it. We may not tell you; but deep inside, we really do understand that you are doing something for us and we appreciate that. So don't think... that we don't care. Because we do. We really do care.

These words from a former foster teen are among several quotes from current and former foster youth and foster and adoptive parents that can be found in a new brochure produced by the

Arizona Department of Economic Security, Division of Children, Youth and Families. Targeted to recruit foster and adoptive families for teens, the brochure was developed by the Youth Engagement Work Group in Phoenix. It makes the case that teens not only need, but want families, and also includes "The Top Five Reasons to Foster or Adopt a Teen".

[Click here](#) to download a copy of *Connecting Arizona Teens with Families*. To learn more contact Roxann Miller at rmiller@azdes.gov.

Please send us your stories and ideas that have shown results in recruitment, retention and interjurisdictional placements. Email your offerings to sharri@adoptex.org.

FYI

New DVD: *Every Child is Adoptable*. The Dave Thomas Foundation for Adoption has produced new DVD promoting adoptions from the foster care system. It contains three separate segments presenting the voices of adopted teens, adoptive parents and the frontline adoption professionals. Free copies may be ordered on the [foundation webpage](#).

2008 Policy to Practice Dialogue Online Video Archive Now Available. The Children's Bureau is pleased to announce the availability of a video archive of presentations from the Children's Bureau's 2008 Policy to Practice Dialogue, "Child Welfare Leadership in Action!" Presentations may be viewed online at any time. The National Child Welfare Resource Center for Adoption is hosting the video archives on [its website](#).