

# The Collaboration to AdoptUsKids

## Training & Technical Assistance E-Notes

November, 2007

### Recruitment Works/Retention Matters

The State of Illinois recently piloted a project to assist families in which elderly or frail adoptive parents or guardians are no longer able to provide for the children previously placed with them by the public child welfare system. The Family Matters Project was implemented by the Center for Law and Social Work and provided in-home social work and legal services to families to develop new legal plans for children who no longer had a living parent or legal guardian, or backup plans for children whose caregiver was at risk due to illness or age. The project report includes background, findings and recommendations for the future, supplemented with discussion of the legal and social complexities of the family situations with which the project assisted and by detailed case examples.

*Permanency and Stability for Children in the Care of Elderly/Frail Adoptive Parents and Subsidized Guardians* can be accessed [here](#).

### Inter-jurisdictional Placement Services

The website of the Association of Administrators of the Interstate Compact on the Placement of Children (ICPC) includes an *Important Documents* page containing links to Interstate Placement Compact forms, instructions and regulations.

Additional documents available in the Resources section of the page include:

- *The Intersection of Compacts & State Law*
- *Understanding Criminal Records Checks*
- *Medicaid and the Intersection of Federal and State Law: ICPC and ICAMA*

The page is available at <http://icpc.aphsa.org/Home/resources.asp>.

### T/TA Highlights

Barbara Holtan, Project Director of AdoptUsKids, recently announced that Melody Roe has accepted a position with the National Child Welfare Resource Center (NRC) for Organizational Improvement. Barbara said: "Although we are very sad to lose Melody, we are deeply grateful to her for building a strong training and technical assistance program from the ground up and for her many accomplishments and unyielding dedication during the first five years of the AdoptUsKids T/TA program."

Under Melody's leadership, AdoptUsKids provided 285 days of on-site technical assistance to 40 States. Intensive T/TA services were provided in collaboration with other Children's Bureau T/TA Network members (NRCs) in South Dakota, Florida, Mississippi and Louisiana. A Region VIII Permanency Initiative was implemented in Colorado, Montana, Utah and Wyoming, in collaboration with the NRCs for Adoption, Youth Development and Family Centered Practice and Permanency Planning. And, of special significance, AdoptUsKids sponsored and coordinated 40 'Regional Roundtable' sessions, which brought together representatives from all 50 States to problem-solve and share emerging and promising practices.

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### Memo from Melody

Welcome to the month of Thanksgiving ~ a time when we reflect on the many blessings in our lives and celebrate the formation of families through adoption.

I am sad (and, yes, a bit excited) to say that this will be the last 'memo' I will be sharing with you in my current capacity as Director of T/TA for AdoptUsKids. I have accepted a challenging position as an Associate Director with the National Resource Center for Organizational Improvement and will be leaving AdoptUsKids and The Adoption Exchange on November 16th.

I am truly grateful for the support and encouragement that so many of you have shown me throughout the past five years. I will always hold in my heart a deep commitment for the mission of AdoptUsKids and great admiration for people like you who work so hard to serve the children and youth in our nation who need permanency. It makes it just a little easier to make this

In addition, AdoptUsKids T/TA developed and disseminated many publications and training materials in recruitment and retention for the field. T/TA web pages were created for professionals under the Resource Center tab on [adoptuskids.org](http://adoptuskids.org) and T/TA E-Notes continue to be distributed to over 500 individuals each month.

Jane Morgan, Director of the Capacity Building Division of the Children's Bureau often refers to T/TA as the heart of the Children's Bureau's child welfare initiatives. Barb Holtan notes that "Melody, as the heart of AdoptUsKids T/TA, served the project diligently and effectively. We will all miss her but are also excited for her in this new opportunity which enables her to serve our child welfare system on an even broader scale."

During her tenure, Melody Roe developed a strong and diversified T/TA team and, thanks to her commitment, AdoptUsKids is well-positioned to continue to provide responsive T/TA services over the coming funding cycle. Please direct your current and future inquiries for information about T/TA services to [tta@adoptex.org](mailto:tta@adoptex.org) or continue to call us at the Adoption Exchange, at (303)755-4756.

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## Recruitment and Retention Network

In September 2007, Adoption Network Cleveland hosted a "first" for its geographic area – a Virtual Adoption Mixer featuring teens waiting for permanent families. A *Virtual Mixer* differs from a traditional Adoption Party or Mixer in one key detail -- the youth are not physically present.

At Cleveland's Virtual Mixer young people were introduced by "Digital Me" presentations created in DVD format by the featured youth. Staff assisted the teens in preparing these PowerPoint presentations which included a video of the youth, photos from his or her childhood and other items such as artwork or lyrics authored by the teen. The youth also chose backgrounds for the slides, and added favorite music. During the Virtual Mixer, prospective parents first viewed a "trailer" featuring sneak previews of all of the featured teens. To learn more about a particular youth, families were able to privately view the youth's entire "Digital Me" and meet individuals with a personal connections to the young person such as mentors, coaches, foster parents or social workers.

Adoption Network Cleveland developed this solution as a way to recruit for teens who were reluctant to participate in traditional matching events. Laura Morello, Program Coordinator, describes a Virtual Mixer as "one way to give youth a voice in expressing themselves and valuing their feelings while continuing to preserve an important avenue for prospective adoptive parents to get to know the youth."

While the event was the first of its kind in the area, the families who attended were very impressed by what they saw and heard. Many reported feeling they got to know the teens much better than a traditional matching party would have allowed. They also expressed appreciation for the opportunity to speak directly with people who had a personal relationship with each teen. To learn more about the Virtual Mixer, contact Laura Morello at (216) 325-1000.

Please send us your stories and ideas that have shown results in recruitment, retention and interjurisdictional placements. Email your offerings to [tta@adoptex.org](mailto:tta@adoptex.org).

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## FYI

### AdoptUsKids, T/TA Position Openings!

In its new 5 year grant, AdoptUsKids will continue to sub-contract its T/TA services through The Adoption Exchange, Inc. in Aurora, Colorado. The Adoption Exchange, Inc., is actively seeking qualified individuals to fill the following positions:

***Vice President of the Education Center and AdoptUsKids Training and Technical***

change knowing that I will have the opportunity to work with many of you again in my new role with the NRC for Organizational Improvement.

With my departure and the addition of a new Manager of T/TA position, The Adoption Exchange is seeking candidates for two open positions (see **FYI** below). If you or someone you know would be interested in either of these openings, please send your information to [tta@adoptex.org](mailto:tta@adoptex.org) by November 19th!

Thanks for reading!

### Melody Roe

Director, Technical Assistance/Training for AdoptUsKids  
Vice President, The Adoption Exchange Education Center



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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 (303) 755-4756 or email [tta@adoptex.org](mailto:tta@adoptex.org).

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**Assistance Director:** Responsible for providing strategic direction and leadership to grow the Education Center and the AdoptUsKids Training and Technical Assistance (T/TA) services.

**Manager of AdoptUsKids Training and Technical Assistance Services:** Responsible for managing and coordinating the delivery of the AdoptUsKids T/TA services.

Deadline for application for both positions is November 19, 2007. For more detailed job descriptions and candidate qualifications, please [click here](#), or send an e-mail to: [tta@adoptex.org](mailto:tta@adoptex.org).

**COMING SOON! Online training for registered members of adoptuskids.org.**

The Northwest Adoption Exchange is creating an online training curriculum for registered users of [adoptuskids.org](http://adoptuskids.org). Training will be offered at the same time every month and will be accessed online using a personal computer and a conference phone number. Sessions take about an hour and time can be extended to answer specific questions or help with individual problems encountered during the day-to-day use of the website. Watch the announcement section at the top of "My Page" on [adoptuskids.org](http://adoptuskids.org) for schedule and sign-up instructions. For more information or to register for training, email [jdano@nwresource.org](mailto:jdano@nwresource.org) or call (800) 901-6911.

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