

Strengthening Family Recruitment by Offering Post-Placement Support

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Mary Boo

AdoptUSKids Family Support Team

Alicia Groh

AdoptUSKids Consultant



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Housekeeping

- This webinar will be 90 minutes long and will include time for questions via the questions window.
- We will record this webinar. We will share the recording with you and post it on professionals.adoptuskids.org.
- Your line will be muted throughout the webinar.
- The webinar will include poll questions and opportunities for you to share information via the chat function, including if you are having technical difficulties.
- Please evaluate the session after the webinar. You will receive an email from AdoptUSKids.

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About AdoptUSKids

Our mission:

- Raise public awareness about the need for foster and adoptive families for children in the public child welfare system
- Assist states, territories, and tribes to recruit, engage, develop, and support foster and adoptive families



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Goals for this webinar

- Discuss how offering and highlighting post-placement support services can improve the effectiveness of recruitment efforts, ultimately improving safety, permanency, and well-being for children
- Demonstrate how support services connect to common recruitment needs
- Provide strategies to incorporate post-placement support services into your recruitment efforts



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Poll 1



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Context for our conversation

- Systems consistently challenged to recruit and maintain a sufficient pool of foster and adoptive parents
- Need families for children with complex needs, for older youth, for sibling groups
- Adoption Call to Action encourages states and partners to reduce number of children waiting for adoption



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Prospective foster and adoptive parent questions

- What are the children's needs? How will I meet them?
- Do I have the right skills/knowledge? How do I build the skills I don't yet have?
- How do I get help when I need it? Will seeking help be seen as a failure?
- Will I be on my own when something serious comes up?



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Type into "Questions"

What other questions or concerns do prospective parents have as they consider fostering or adopting?



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How support improves recruitment efforts

- Helps bring in new families: Well-supported families facilitate word-of-mouth recruitment
- Helps keep families engaged: Prospective parents are encouraged to move forward when they know what support they can expect
- Helps families see support as normal: Families are aware of and connected to support before they need it



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Maintaining existing families

- Supporting foster families *and* stabilizing adoptive and kinship/guardianship families
- Losing families that we've recruited is bad for children
- Losing families is also a loss of limited resources



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Connecting recruitment needs to post-placement support

Need: permanent families for older youth

Related supports:

- Peer support for teens and their parents
- Mentoring
- Training and support specific to kin
- Behavioral support services
- Educational support and advocacy
- Parity in guardianship support services



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Connecting recruitment needs to post-placement support

Need: foster families who partner in reunification

Related supports:

- Training that builds skills like effective communication, conflict resolution
- Guidance and support around birth family visitation
- Peer support
- Enhanced support during times of transition and loss



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Connecting recruitment needs to post-placement support

Need: families for children with higher needs

Related supports:

- Training on specific topics; child-specific preparation
- Crisis response and intervention
- Behavioral and mental health services
- Accessible high-end supports (i.e., intensive in-home, wraparound)
- Planned and emergency respite



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Type into "Questions"

What are some other recruitment needs in your system?



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Strategies to highlight available supports to prospective parents

- Lead with information about all support services, when they are available, and how to access them
- Have experienced families talk with prospective parents
- Have prospective families sit in on a support group, training session, etc.



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Strategies to highlight available supports to prospective parents

- Ensure all staff are well-versed in available supports
- Be open to and encourage families' questions about support
- Help families see the value that each form of support brings
- Keep promises



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Type into "Questions"

What ideas do you have to connect support services to your recruitment efforts in your systems?



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What strategies will work best for your system?

- Importance of system assessment, continuous quality improvement, and evaluation
- Data driven recruitment
- Feedback loops
- Support Services Assessment Tool



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Questions?



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How AdoptUSKids can help

- Tailored capacity building services
- Family support peer group for administrators or their designees
- Free resources on the AdoptUSKids hub for professionals

Stay informed about upcoming events and publications [adoptuskids.org/newsletter-sign-up](https://www.adoptuskids.org/newsletter-sign-up).



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AdoptUSKids Resources

- *Support Services Assessment Tool* and companion guide
- *Integrating Family Support from Inquiry Throughout Post-Placement*
- *Using Integrated Recruitment and Support to Build a Strong Pool of Foster, Adoptive, and Kinship Families*
- *Support Matters*



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<https://www.adoptuskids.org/newsletter-sign-up>



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Contact information

Britt Cloudsdale, Family Support Coordinator

brittcloudsdale@nacac.org

651-644-3036 X 116

Kate Hurt, Director of Capacity Building and Engagement

khurt@adoptex.org

803-206-3046

Contact consultation@adoptuskids.org to inquire about tailored capacity building services.



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