

Selected Review of Foster Care & Adoption Recruitment Models and Strategies



Prepared by AdoptUsKids for Los Angeles County
June 2006

Overview

This report identifies resource material to guide the recruitment and retention of foster and adoptive parents. Selections address systemic issues as well as concrete intervention strategies. Sources include studies and reports by government and private organizations, practice summaries, professional literature, and internet sites. Brief summaries or abstracts are provided for each listing, along with an internet link to the full document when available. Also included are “Ideas from the Field”, current examples of effective interventions as collected by AdoptUsKids.

For ease of use, the materials have been organized into subject headings related to the various subtypes of recruitment and retention activities. While each resource is listed only once, it should be noted that many have application to more than one of these headings.

Systemic Approaches & General Recruitment

This section includes general recruitment and public awareness strategies as well as reports that address recruitment and retention from a systemic point of view.

Annie E. Casey Foundation. (2002). Recruitment, training, and support: the essential tools of foster care. *Family to Family: Tools for rebuilding foster care*. Available at: <http://www.aecf.org>

Details the *Family to Family* approach, foster and birth families are viewed as teammates with agency staff in caring for children and rebuilding their families. This approach is based on a set of basic principles that includes Valuing Families; Maintaining Family Ties; Community Involvement; and Teamwork.

Casey Family Programs. (2005). *Recruitment & Retention of Resource Families: Promising Practices & Lessons Learned*. Available at: <http://www.casey.org/NR/rdonlyres/F3127E06-7325-4ECA-8FA3-BB98395C6D8D/471/BSCRRecruitmentRetention.pdf>

This report highlights the methodology, implementation and conclusions of their Breakthrough Series Collaborative (BSC) recruitment and retention project. It includes key themes, strategies and lessons for both recruitment and retention of foster and adoptive families.

The Collaboration to Adopt Us Kids. (2004). *Answering the Call - National Adoption Month Toolkit*. Available at: [http://www.adoptuskids.org/content_images/my_page_social_worker/Adoption Month Toolkit 04.pdf](http://www.adoptuskids.org/content_images/my_page_social_worker/Adoption_Month_Toolkit_04.pdf)

Comprehensive guide to all aspects of recruitment from child-specific approaches to community awareness. Helpful background information and many concrete recruitment ideas.

Geen R. (2003). *Who will adopt the foster care children left behind?* The Urban Institute. Available at: <http://www.urban.org/url.cfm?ID=310809>

This Caring for Children brief examines the characteristics of parents who have adopted children from the foster care system and those of children who are waiting for permanent homes. It finds that child welfare agencies may increase the adoption rate if they reduce administrative hurdles and better equip families to overcome the challenges inherent in adopting a child with special needs or one of a different race or ethnicity. Specific suggestions include emphasizing foster parenting as a precursor to adoption. For those wanting to adopt but not interested in foster parenting, agencies may want to create opportunities to volunteer with foster children so parents can better assess whether they are able to care for a special-needs child. Addressing barriers to relative adoption, such as foster parent licensing, could significantly increase the number of children adopted. The report notes that African-American parents already adopt foster children at a rate double their proportion in the population. Tapping into the pool of general applicants holds both great promise and potential pitfalls. While the number of people interested in adoption is unknown, the U.S. Department of Health and Human Services' 1995 National Survey of Family Growth suggests that more than 470,000 women were planning to adopt a child, but had yet to complete the process (Abstract adapted from Executive Summary).

Lutz, L. (2002). *Recruitment and Retention of Resource Families: The Promise and the Paradox*. Seattle: Casey Family Programs. Available at: <http://www.casey.org/Resources/Archive/Publications/RecruitmentRetentionResourceFamilies.htm>

This paper is a detailed overview of “innovative and rigorous” recruitment strategies from eight states. Methods highlighted include: Performance based contracting; community and neighborhood specific recruitment; innovative community partnerships; child specific recruitment strategies; orientation efforts that seek to help resource families better understand the challenges they will face (Excerpted from the publication).

Macomber, J. E., Zielewski, E. H., Chambers, K. and Geen, R. (2005). *An Analysis of Interest in Adoption and a Review of State Recruitment Strategies*. The Urban Institute. Available at: <http://www.urban.org/url.cfm?ID=411254>

This report provides a national overview of the state of adoption recruitment by examining motivations and interest levels in adoption, the types of people who take further steps and how such interest might be translated into foster care adoption. The report also provides some innovative child-specific, faith-based, diligent and targeted recruitment activities. The report identifies key groups of women for whom interest is up and levels of taking action have not declined: 30- to 34-year-olds, black and Hispanic women, unmarried women, and lower-income women. Recommendations included: Shift messaging from awareness to taking action; channel interest toward foster care adoption; use targeted recruitment to focus on high-propensity groups; encourage individuals not taking steps to participate in other ways; develop a consumer-friendly foster care adoption process; use available resources to develop new recruitment strategies; test the effectiveness of recruitment strategies with rigorous research (Abstract adapted from document.)

U.S. Department of Health and Human Services, Office of the Inspector General, Janet Rehnquist. (2002). *Recruiting Foster Parents*. Available at: <http://oig.hhs.gov/oei/reports/oei-07-00-00600.pdf>

Results of a review of the states' efforts to recruit foster parents based on a mail survey of all states and in-depth data collection in five states. Major findings included: recruitment efforts do not focus on families willing and able to care for the most challenging children; states are underutilizing their most effective recruitment tool – foster parents; poor public perceptions of foster care and cumbersome requirements have a negative impact on recruitment; and states are unable to measure the success of their recruitment efforts.

U.S. Department of Health and Human Services, Administration for Children and Families (2001). *Exemplary Title IV-B Recruitment Plan Elements*. Available at <http://www.acf.dhhs.gov/programs/cb/laws/pi/pi9523.htm>

The main article and associated attachments provide guidance from the Administration for Children & Families and the Children's Bureau to help States meet diligent recruitment requirements as outlined by provisions of the Multiethnic Placement Act (MEPA).

U.S. Department of Health and Human Services, Administration for Children and Families. (1995). *Necessary Components of Foster Care and Adoption Recruitment*. (Policy Instruction 95-23, Attachment D.) Available at: http://www.acf.hhs.gov/programs/cb/laws_policies/policy/pi/pi9523a4.htm

This document provides guidance to the states in developing recruitment programs, including preliminary planning which addresses internal and external factors. A comprehensive array of recruitment activities is described. Three issues are highlighted: the importance of cultural competency in recruitment strategies; the linkages between

foster care parenting and becoming an adoptive parent; and the central role of recruitment in agency service delivery.

Wilson, J., Katz, J. and Geen, R. (2005). "Listening to Parents: Overcoming Barriers to the Adoption of Children from Foster Care". KSG Working Paper No. RWP05-005. Available at: <http://ssrn.com/abstract=663944>

Report of a study addressing why so few children are adopted by general applicants (rather than foster parents/caregivers). The study found a steep attrition rate for prospective adoptive families, and identified two particularly crucial points in the process, the initial call to an agency and during the placement process. Throughout the adoption process, public child welfare agencies must strike a balance between recruitment of new adoptive parents and screening out prospective parents who may be inappropriate.

Ideas from the Field:

5 Year Resource Family Recruitment Plan

Sponsor: Los Angeles County (CA), National Foster Parent Association, Family to Family

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Los Angeles County, the National Foster Parent Association and Family to Family are currently collaborating on a Model 5-Year Recruitment Plan. Specific goals of this project over the five years (2005-2009) include increasing the number of inquiries by 15% annually and increasing the number of new foster and adoptive families by 7% annually. Some strategies mentioned to help achieve these objectives include building public-private partnerships, file mining, and creation of a Heart Gallery.

Adopt Cuyahoga's Kids Initiative

<http://www.adoptionnetwork.org/tab.aspx?tabid=595>

Sponsor: Adoption Network/Cuyahoga Co. Strong Families=Successful Children Vision Council (United Way)

Contact: Tami Lorkovich, (216) 325-1000, tami@adoptionnetwork.org

The Adopt Cuyahoga's Kids in Cleveland Ohio is a unique public/private/philanthropic partnership initiated by the Vision Council of the local United Way. Key components of the project include: a practice model of child-specific recruitment with Cuyahoga County Department of Children and Family Services (DCFS) and fourteen private partner agencies; targeted marketing for resource parents; public policy advocacy; mentoring for youth at the highest risk for aging out; Adoption Navigators, experienced adoptive parents to help potential adoptive parents navigate the system and overcome barriers; child preparation co-facilitated by older youth and young adults who were either adopted or aged out of care; increased collaboration among public and private providers and with the business community; and measurement of outcomes and efficacy. The project is

designed to serve older children and teens who do not have an identified adoptive family. Of 704 children and youth referred since 2004, 283 have now been adopted, 88 have “aged out” and 333 continue to receive services.

Adoption Day at the Mall

Sponsor: Adoption Rhode Island, RI DCYF & RI Family Court

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Great things happen when groups come together and work collaboratively. In Rhode Island, the idea to hold an adoption fair at a local mall came about through a recruitment taskforce where one person's connection with a local mall led to a great public information-sharing event. Malls present high traffic, family-oriented locations ideal for recruitment events. Held in conjunction with Rhode Island's first National Adoption Day, the event included seventeen licensed foster and adoption agencies from around the state. Each agency staffed booths with representatives to field questions and distributed program & event information. Face painters helped lend a fun family atmosphere. "This was a terrific event. Everyone worked together, from the court system to DCYF and all the private agencies. I know at our booth we talked to many people and had a good time," said Bernie Hicks with Adoption Rhode Island.

"Journey Home" Bus Tour

Sponsor: Mission West Virginia

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To increase public awareness and generate exposure to the issue of children in foster care, several West Virginia organizations gave a bus tour for over 30 community leaders, including members of the media and state legislature. The "Journey Home" project, organized by Mission West Virginia, Inc. and with the assistance of other social service agencies, tried to recreate the experiences of a child in foster care. Stops were made at the local hospital emergency room, DHHR office and at the courts. Participants were often times unaware of where they were going next and what was in store, mirroring the confusion and anxiety of children entering foster care. The day ended with a panel of speakers - foster and adoptive parents, social workers and an inspiring youth adoptee who was able to give his unique perspective on his experience of foster care. Due to the success of the tour - the story was picked up by television, radio and print outlets. Mission West Virginia is currently in the process of developing a manual to assist other groups that might be interested in holding a "Journey Home" tour in their community. To read more: <http://www.missionwv.org/onechurch-journeyhome.htm>

Wristbands Raise Awareness & Fund Scholarships

Sponsor: Arizona Association of Foster & Adoptive Parents

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Sometimes one good idea leads to another. After seeing the popularity of the yellow wristbands promoting cancer awareness and funding cancer research, board members of the AZ Association of Foster & Adoptive Parents thought the same principle might work to support foster children. In conjunction with May's National Foster Care Month, they ordered 10,000 blue wristbands, one for each of Arizona's 10,000 foster children. The bands were sold for \$2 each and included a card informing the wearer what the band symbolized and directing them to additional information on the Association's webpage. All 10,000 bands were sold and the proceeds donated to Arizona Friends of Foster Children Foundation to fund scholarships for college-bound foster children.

Child Specific, Child Centered & Targeted Recruitmen

Approaches highlighted here are designed to find homes for specific children and youth or to appeal to groups of prospective parents whose interests and skills best match the needs of the children waiting for families.

Avery, R. (2000). Perceptions and practice: Agency efforts for the hardest-to-place children. *Children and Youth Services Review*, 6, 399-420.

This research focuses on perceptions and practices of agency staff supervising the placements of the hardest-to-place children. It uses an in-depth case-history approach to examine the case files of 80 children who were identified through the state adoption photolisting service as waiting the longest time for placement as of December 1998. Study results indicate that children in the sample had spent an average of 11.8 years waiting for placement. Children experiencing long delays were more likely to have substantial disabilities, be male, African American, and be older when they entered care. Caseworkers were not convinced of the eventual adoptability of the child in their care and this skepticism appears to be translating into reduced recruitment efforts on behalf of the child. Agency screening practices appear to be restricting placement options for these children. Implications of study results for child welfare practice are discussed (Publisher Abstract).

Casey Family Programs, National Center for Resource Family Support. (2003). *Individualized and Targeted Recruitment for Adoption*. Available from the National Resource Center for Family-Centered and Permanency Planning:
<http://www.hunter.cuny.edu/socwork/nrcfcpp/downloads/targeted-recruitment.pdf>

An overview of child-specific and targeted recruitment efforts and strategies that have achieved observable results. Targeted recruitment programs highlighted include One Church One Child, Strategic Recruitment, RESULTS and the Utah Foster Care Foundation.

Cowan, A. B. (2004). New strategies to promote the adoption of older children out of foster care. *Children and Youth Services Review*, 26, 1007-1020.

The proportion of older children in foster care is increasing. In order to ensure that these children do not age out of foster care into a life of poverty, it is imperative that more is done to find these children permanent adoptive homes. There are many more potential adoptive homes available than is commonly thought and there maybe even more homes available due to the increased attention from public and private initiatives focusing on foster children that need adoptive families. In order for these efforts to be successful, the most important steps that need to be taken are those that will decrease the numerous inter-jurisdictional barriers to adoption. Next, adoption practitioners need to focus on finding homes for older children that have empirical data that show they are unlikely to result in adoption disruption. Lastly, both the federal government and state governments need to mobilize funds to create networks of post-adoption services that will provide adoptive families with the support that will enable them to succeed as life-long caregivers. (Abstract Copyright 2004 Elsevier.)

Dave Thomas Foundation for Adoption. *Wendy's Wonderful Kids*. Available at: <http://www.wendyswonderfulkids.org/>

This program provides grants to agencies and organizations to hire adoption recruiters focused specifically on recruiting adoptive families for waiting children and youth. "In 2004, Wendy's Wonderful Kids was piloted in seven U.S. cities, resulting in forty seven percent of the waiting children on the recruiter's caseloads being matched with families and moving toward adoption in less than twelve months." With such success, the program has now expanded to 40 cities with a total goal of placing 8,000 - 10,000 foster children in adoptive homes by 2010.

Foster Club, The Annie E. Casey Foundation. *Neighborhoods Count Recruitment Initiative* Available at: <http://www.fosterclub.com/neighborhoodscount/>

A comprehensive foster parent recruitment initiative with branded, customizable media and distribution material available for purchase. Program assistance includes strategic planning, tracking/evaluation tools, and development of a strategy team comprised of foster parents, youth, caseworkers, media contacts and community members. Material is available for general, targeted, and child-specific recruitment.

North American Council on Adoptable Children. *Social Marketing and Consumer Data Helps Target Families*. Available at: <http://www.nacac.org/newsletters/targeted2/social.html>

This article by Mary Brooks, MBA, explains how child welfare agencies can use the "social marketing" techniques of successful businesses to find potential adoptive parents. The crux of an effective marketing plan is described as "good customer service and public relations." Marketing approaches are based on the finding that "the best prospects

look like current customers”. Details are provided on the use of census and aggregate consumer demand data in order to identify candidates who share the characteristics of those already successfully adopting from the public system.

North American Council on Adoptable Children (NACAC). *Online Recruitment Resources*. Available at: <http://www.nacac.org/recruitingfamilies.html#strategies>

Website contains links to a large selection of articles and resources with an emphasis on practical applications. It is organized into topic areas including Recruitment, Collaboration, Retention, Child-Specific Publicity, Technology, Cross-Jurisdictional Placements, Projects/Programs, Special Populations, Faith Based Recruitment, Foster Parent Adoption and Families for Teens.

North American Council on Adoptable Children for The Annie E. Casey Foundation (2005). *Family to Family: A Family for Every Child - Strategies to Achieve Permanence for Older Foster Children & Youth*. Available at: http://www.aecf.org/initiatives/familytofamily/tools/family_every_child.pdf

This booklet provides detailed background into the characteristics of older youth in care, the barriers that keep them from permanency, and a new emerging youth permanency philosophy. It also provides recommendations and action steps agencies can take to affect organizational change toward permanency for older foster children & youth.

University of South Carolina. (2004). *Field-Initiated Research on Successful Adolescent Adoptions*. Available at: <http://www.sc.edu/ccfs/research/fullfinalreport.pdf>

This final report of an Adoption Opportunities Demonstration Project begins by defining success in adolescent adoption on a variety of levels, and goes on to explore the factors of success through qualitative analysis of interviews with 58 adoptive parents of teens and their children. The report also includes a number of practice recommendations and implications.

Ideas from the Field

Permanency Partners Program (P3)

Sponsor: Los Angeles County DCFS (CA) & Consortium for Children

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In an effort to address the approximately 8,000 youth ages 12-18 in care, Los Angeles County DCFS has implemented a pilot program that pairs trained Permanency Partners with youth to identify one or more permanent connections, with the goal of either family reunification or moving the child out of long-term foster care and into adoption or legal guardianship. Key program components include intensive file mining, exploring the

youth's life and past connections, and the development of a written agreement regarding the relationship and services that will achieve permanence for each youth.

Recruiting with Power Point Presentations

Sponsor: Three Rivers Adoption Council (TRAC)

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Using technology creatively, Three Rivers Adoption Council in Pittsburgh, PA, has found a way to bring the personalities and stories of their youth to life through Power Point presentations. These presentations, created by the youth with assistance from a worker, allow the youth to express themselves through words, pictures, and graphics in a media format that can be used in recruitment events as well as on the organization's website. The program not only draws on older youth and teens' computer savvy but provides a great opportunity for workers and youth to work collaboratively and address adoption issues.

Youth Advisory Board Training Video Sponsor: Missouri DSS

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Missouri's Independent Living Youth Advisory Board wrote & directed a videotape "What's It All about? Missouri's Youth Advisory Board Speaks Out on Foster Care." In the video, several foster youth are interviewed and give their honest takes on their experiences - the good and the bad - while in care. Missouri uses this tape during foster and adoptive parent pre-service training. Many important discussion topics around foster care and adoption naturally arise as a result of the video, such as youth being separated from their siblings, parent and social worker visits, and their labeling as foster children. Says Cindy Wilkinson, MO State Adoption Program Manager, "We have had many positive responses and are currently being flooded with requests for the video."

Diligent Recruitment

Specific tools & strategies to recruit families who reflect the ethnic and racial diversity of those for whom foster and adoptive homes are found in this section. The standards and provisions for this type of recruitment are dictated by the Multiethnic Placement Act (MEPA) of 1994 and were amended by the Interethnic Placement Act (IEPA) of 1996.

Adoption Exchange (Missouri). (2003). *Making the family connection : a project to retain and support minority children in adoptive families: final project report*. Missouri Adoptcare Network. Available at: <http://naic.acf.hhs.gov>

This training program for community service providers in Missouri was intended to promote awareness of issues for adopted children and their adoptive parents. Competency-based activities help service providers to recognize their own personal assumptions about adoption and build knowledge in the areas of transracial adoption,

special needs adoption, and treatment needs (From National Adoption Information Clearinghouse Abstract).

Bausch, R. S. and Serpe, R. T. (1999). Recruiting Mexican American adoptive parents. *Child Welfare, 78* (5), 693-716.

The authors suggest the following to increase recruitment of Mexican American prospective adoptive parents:

- Inform families about using financial subsidies
- Employ bilingual staff in adoption agencies
- Disseminate more information to Mexican Americans about the need for adoptive families and the adoption process
- Offer support groups led by Latinos for prospective adoptive parents
- Adjust assessment criteria to promote the recruitment of prospective Mexican American adoptive parents
- Broadly recruit from child's extended family, foster parents, and families unrelated to the child.
- Prepare families for the adoption of Mexican American children, including families who adopt interethnically (Summary from Children's Bureau Express, Jan/Feb 2001.)

Brooks, D. James, S. (2003). Willingness to adopt black foster children: Implications for child welfare policy and recruitment of adoptive families. University of Southern California, Los Angeles. *Children and Youth Services Review, 25*, (5/6), 463-489.

This study responds to gaps in adoption and foster care knowledge by examining the differences between parents willing to adopt Black foster children and those who are not. Willing parents were more likely to be interested in older and special needs children and to have adopted a non-White child. Willing parents also have fewer defined preferences for an adopted child. The results of the study have important implications for child welfare policy and recruitment of adoptive families, such as the importance of confronting misconceptions about Black children. (Adapted from author abstract.)

Catholic Charities/Catholic Family Services. (2004). *Latino foster care and adoption project : final report*. Available at: National Adoption Information Clearinghouse <http://naic.acf.hhs.gov/>

This report summarizes activities intended to increase placements in Latino homes, improve the efficiency of the licensure process and achieve permanency for children. Strategies included hiring a bilingual and bicultural program coordinator and part-time church coordinators to engage the Latino community. An outcome evaluation of the project found an increase in the number of Latino families inquiring about foster care and adoption and in the number of licensures compared to other jurisdictions using traditional recruitment methods. Placements also increased. The success of the project is attributed

to interagency collaboration, especially the involvement of the Latino religious community. (Adapted from NAIC abstract.)

DePelchin Children's Center. (2005). *Creating Adoption Neighborhoods : Final Report & Replication Manual*. Available at: National Adoption Information Clearinghouse <http://naic.acf.hhs.gov/>

Creating a neighborhood where adoption is the norm has the potential for increasing the number of children who are adopted, providing built-in support and assistance for adoptive families, and raising the awareness of an entire community about the benefits of adoption. This is the idea behind DePelchin Children's Center's Creating Adoption Neighborhoods (CrAN) project in the Houston, TX, area. In collaboration with six other agencies, a university, and marketing and public relations firms, the project began in 2002 with the identification of three neighborhoods believed to have potential for adopting waiting children. Innovative activities included an ethnographic analysis of the neighborhoods and focus groups with residents to determine general attitudes and beliefs about adoption. Since the inception of the CrAN project, awareness of and interest in adoption have increased substantially in the wider community. Placements increased in the target neighborhoods and data collected indicate a growing awareness about adoption within the neighborhoods. (Abstract adapted from Children's Bureau Express.)

Faith-Based Recruitment

Featured here are initiatives and guidebooks concerning methods of partnering with faith communities to recruit and support families for children in the child welfare system.

The Collaboration to AdoptUsKids . *A Guide for Child Welfare Agencies Working with Communities of Faith*. Available at: http://www.adoptuskids.org/content_images/my_page_social_worker/FAITHBOOK.pdf

This booklet presents detailed strategies for developing and sustaining faith-based partnerships, reviews key related competencies, and concludes with examples of effective faith-based collaborations.

One Church One Child of Illinois
<http://www.ococil.org/>

National Network of Adoption Advocacy Programs (NNAAP)
<http://www.nnaap-ococ.org/>
Contact: 804-377-1627 or info@nnaap-ococ.org

This is a national adoption education and recruitment model first founded by Father George Clements, an African American Roman Catholic priest from Chicago, Illinois.

The original mission of the program, for "each church in the Black community to find at least one family to adopt at least one waiting child or sibling group," has since expanded to other states, denominations and communities. Since its founding in 1980, more than 140,000 children have been adopted as a result of the partnership between One Church One Child recruitment programs and state child welfare adoption units in over 30 States. In 2003, the National Network of Adoption Advocacy Programs was founded with funding from the Children's Bureau to support, network, and develop the One Church One Child model nationally.

North American Council on Adoptable Children. *Recruiting News: Faith Communities*.

Available at: <http://www.nacac.org/pdfs/faithbased.pdf>

NACAC recruitment newsletter on the topic of recruiting within communities of faith. Articles address successful projects and partnerships.

Retention

Keeping in mind that good retention practices often lead to better recruitment outcomes, this section is devoted to practices, services, and supports that increase foster and adoptive family satisfaction, involvement and, ultimately, retention.

National Child Welfare Resource Center for Adoption (2004). Retaining Recruited Resource Families. Available at:

<http://www.nrcadoption.org/resources/prac/RetainingRecruitedResourceFamilies.pdf>

This document identifies the factors associated with retention of foster and adoptive parents at various points in the process and suggests effective strategies. It concludes that the key to retaining recruited resource families is responsiveness, respect, and support from all levels of the agency and in each phase of the process of becoming and being a foster or adoptive parent.

U.S. Department of Health and Human Services, Office of the Inspector General, Janet Rehnquist. (2002). *Retaining Foster Parents*. Available at: <http://oig.hhs.gov/oei/reports/oei-07-00-00601.pdf>

Results of a review of the states' efforts to retain foster parents based on a mail survey of all states and in-depth data collection in five states including interviews with foster parents and staff. Key findings include: foster families desire greater opportunity to voice their concerns; they experience limited caseworker support; they need more help in obtaining services for them selves and their foster children; false allegations of abuse and investigations trouble foster parents; program managers lack data needed to improve retention.

U.S. Department of Health and Human Services, Office of the Assistant Secretary for Planning and Evaluation. (2005). *Understanding Foster Parenting: Using Administrative Data to Explore Retention*. Available at: <http://aspe.hhs.gov/hsp/05/foster-parenting/index.htm>

This study was conducted to extend current understanding of foster parent retention. Using data contributed by child welfare agencies in NM, OK and OR researchers analyzed characteristics of foster parents, utilization and length of service. Their findings highlight not only service dynamics such as foster parent characteristics associated with various lengths of services.

Interjurisdictional Recruitment & Placements

Addressed here are practices, policies and procedures related to the adoptive placement of foster children and youth from one county, state, or tribal nation to a family living in another county, state, tribal nation, or country.

American Public Human Services Association. (2002). *Understanding Delays in the Interstate Homestudy Process*. Available at:
<http://icpc.aphsa.org/documents/home%20study%20report.pdf>

Report of a nationwide study of the interstate home study process to identify and document the leading barriers in policy, practice, and administrative procedures that impede or delay the placement of children across state lines. The report includes an analysis of survey responses from 47 states, a description of innovative strategies implemented by states, and suggestions for strengthening the interstate process.

Military Families and Adoption: A Bulletin for Professionals
<http://naic.acf.hhs.gov/pubs/militarybulletin.pdf>
Sponsor: National Adoption Information Clearinghouse

A bulletin giving an overview of the benefits and potential challenges in utilizing military families as adoptive resources. Also includes a list of programs, organizations and resources useful in supporting, facilitating or assisting military families in their pursuit of adoption.

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June, 2006