



## TRAINING AND TECHNICAL ASSISTANCE E-NOTES MAY, 2009

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### **A NOTE FROM SHARRI**

Dear Readers,

Great news - the new Associate Director of the National Resource Center for Recruitment and Retention of Foster and Adoptive Parents at AdoptUsKids (NRCRRFAP) has been hired and

### **RECRUITMENT WORKS/RETENTION MATTERS**

*Nuestra Familia, Nuestra Cultura (Our Family, Our Culture): Promoting & Supporting Latino Families in Adoption and Foster Care* is one of the newer publications in the AdoptUsKids *Answering the Call* series. The guidebook was developed to help agencies and their employees increase their cross-cultural understanding and effectiveness when serving the needs and interests of Latino families and children. It demonstrates respect for individuality as well as values, practices and beliefs that are shared by persons who self-identify as belonging to a Latino culture.

*Nuestra Familia, Nuestra Cultura* is organized into three sections. The Introduction describes its goals and addresses the Multiethnic Placement Act – Interethnic Provisions (MEPA-IEP), cultural competency, and benefits to children in foster care with or adopted by Latino families. Part Two, “Latinos in the U.S”, provides information on the diverse backgrounds and heritage of persons who identify as Latino as well as population trends and projections. Part Three is titled “Working Effectively with Latino Families” and sections include:

- | Key Ideas in Serving Latino Families
- | Understanding and Incorporating Latino Values
- | Key Values: Mutualidad and Personalismo, Respeto and Confianza
- | Working within Latino Cultural Characteristics
- | Additional Tips for Overcoming Challenges

Many case examples and practice tips are incorporated. Appendices include a cultural competence self-test and a listing of recommended resources.

Visit the AdoptUsKids *Answering the Call* [web page](#), where you can download this and other publications and find information on ordering hard copies of the materials.

will begin next week Monday, May 11, 2009!



It is my pleasure to introduce to you, **Ms. Tamika Williams, MSW**. Tamika has extensive experience in child welfare at the county and state levels with the Durham County (NC) Department of Social Services, and North Carolina Department of Health and Human Services-Division of Social Services where she most recently served as the Permanency/Post Adoption Services Coordinator. She brings a unique blend of child welfare practice and supervision, policy development and implementation, and program leadership. Tamika is also a 2007 graduate of the National Child Welfare Resource Center for Adoptions' Minority Adoption Leadership Development Institute (MALDI). Among her primary responsibilities as the Associate Director for the NRCRRFAP at AdoptUsKids, Tamika will be responsible for coordinating the intake and delivery of our training and technical assistance to States, Tribes and Territories.

Please join us in welcoming Tamika! She may be reached at [Tamika@adoptex.org](mailto:Tamika@adoptex.org) , after May 11, 2009.

Until next time,

## INTERJURISDICTIONAL PLACEMENT SERVICES

Advances in technology may be leading the way to a faster, smoother interjurisdictional process. A 2001-2004 Adoption Opportunities Grant Project, *A Tale of Two States: Collaborative Planning to Increase Interjurisdictional Placements*, found that technology offered many opportunities for reducing the barriers to cross-jurisdictional placements and concluded that benefits will only increase as the technology becomes more sophisticated. [Click here](#) to read the final report of this collaborative project implemented by the States of South Carolina and Georgia.

The subject of utilizing technology in interjurisdictional placements was again highlighted during the recently concluded annual conference of the American Public Human Services Association (APHSA). Florida ICPC Compact Administrator, Stephen Pennypacker, presented an overview of Florida's Interstate Compact Database System – a password protected electronic processing system that allows for the elimination of paper, mail, and overnight delivery in the transmission of ICPC packets, thus cutting interstate processing costs and transmission time in half, or more. This System allows offices to send and request packets, home studies and results; collect, track, and report data; and communicate with local offices, contracted agencies, and other state ICPC offices through secured means. Other States that utilize electronic processing include Texas, Ohio, Vermont, Alaska, Nevada, and Oklahoma.

This prospect of “going paperless” gives us new hope that long delays in the interjurisdictional placements approval process could possibly become a thing of the past!

## TIPS AND TOOLS

The National CASA Association has published a set of guidelines for educational advocacy. Targeted to CASA volunteers, the information may also prove useful for resource parents and child welfare agency staff. Appearing in the Winter 2009 edition of *The Connection* newsletter, “5 Ways to Advocate for Educational Success” offers concrete tips for supporting children’s educational performance. The article details suggestions for action in relation to these five strategies:

1. Make education a top priority.
2. Develop good relationships with school personnel.
3. Talk directly to teachers about their classroom expectations.
4. Ensure that the child has an educational portfolio.

# Sharri Black

Sharri Black, Director

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



## SUBSCRIBE OR FORWARD

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## CONTACT US

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

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

5. Ensure that someone is serving as the child's educational advocate--whether that be you or someone else.

The article is authored by Randee Kaitcer and also includes a section on "Questions for Volunteers to Ask Teachers". It can be accessed at [this link](#).

## T/TA HIGHLIGHTS

The NRCRRFAP at AdoptUsKids has begun a partnership with the State of Connecticut to provide technical assistance related to the development of a targeted recruitment approach. The first step was a full day Recruitment and Retention planning meeting on March 31. Consultants John McKenzie, Mary Brooks and Beth Brindo facilitated a review of market segmentation and other targeted recruitment tools. There were 35 people present including Program Directors, Supervisors, Recruiters, Foster/Adoptive Parents and representatives from the Connecticut Association of Foster and Adoptive Parents.

At the conclusion of the planning meeting, a core planning group was established. They will work out the first details of a plan to use a market segmentation approach for resource family recruitment. The NRCRRFAP team is scheduled to return this month to assist with next steps. We will keep you posted on Connecticut's experiences as the work progresses.

## RECRUITMENT AND RETENTION NETWORK

*Paths to Permanency: Information for Minnesota Foster Families* is a publication designed to inform foster parents about permanency options. It includes a chart which outlines the two permanency options available to foster parents in the State, adoption and transfer of permanent legal custody. The chart details the provisions of each of the two types of permanency relationships, including legal status, decision making, relationship with birth parents and siblings, child's legal name, right to inheritance, and returning child to the county.

Detailed information is also provided on the financial supports available as well as on post-permanency services. A self-assessment checklist is included to assist foster parents in the decision-making process concerning making a permanency commitment to children in their care.

The guide may be [downloaded here](#).

your stories and ideas that have shown results in recruitment,

retention and interjurisdictional placements. Email your offerings to sharri@adoptex.org. Please send us

### **FYI**

The Spring 2009 issue of *Permanency Planning Today* is now available from the National Resource Center for Family Centered Practice and Permanency Planning. This issue is focused on family engagement and can be [found here](#).

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