

Possible Solutions

Identify specific groups of children in need of foster care or adoption services

Develop materials that give a clear, accurate message, reflecting agency goals and philosophy

Identify and target individuals, groups, neighborhoods, and communities capable of meeting client needs

Create standards for immediate personal response to inquiries



Possible Solutions

Provide warm, personal, speedy response from an informed, positive, enthusiastic staff

Follow up each inquiry within 24 hours via mail, phone, or personal contact

Offer training on an ongoing, scheduled, and frequent basis

Make weekly follow-up phone calls to maintain contact and interest



Possible Solutions

Send training reminder notices to potential parents

Provide interim informational group or one-on-one meetings


Put prospective parents on mailing list for newsletters, etc.



START

Concrete actions you
can adapt and steps
you can take right now.



STAFF STOP CONTINUE		
<p>Your involvement in this process is to surface existing programs that are integral, collaborative, and nonredundant and to ensure that all such work with individuals, families, children, and communities:</p> <p>As you continue to improve the practice of your agency, it may be helpful to consider aspects of your individual work and agency culture that need to:</p> <p><CONTINUE> activities already conducted to best practice and necessary for successful implementation.</p> <p><STOP> activities that are counterproductive to best practice, and</p> <p><ADJUST> activities where you can adjust and shape your work to take time away from:</p> <p>Remember that the ultimate goal is to ensure that you fully understand all current programs in your personal practice, as well as throughout your agency.</p>		
EXISTING	STOP	CONTINUE
		

[illegible]

STOP

Activities that are counterproductive to best practice



STAY! / STOP / CONTINUE

Your involvement in best practice activities involves a single thread to ongoing collaboration, and formalized activities at each level of work with experienced, family, children, and professionals.

As you continue to improve the practice on your agency, if you feel ready to continue aspects of your involvement with and agency culture that need to be **CONTINUED**, activities already conducted to best practice and necessary for licensed or approved.

STAY! activities that are counterproductive to best practice, and

ATTEND - consider where you can adjust and steps you can take right now.

Please use this activity listing to record activities you have **STAY!**, **STOP** or **CONTINUE** in your personal practice, as well as throughout your agency.

	STAY!	STOP	CONTINUE
12			

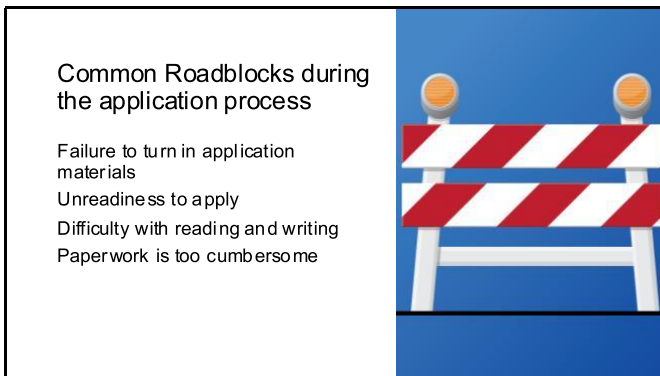
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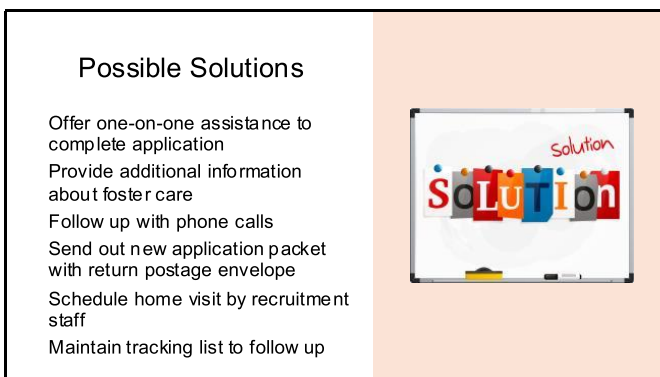
CONTINUE

Practices already conducive to best practice and necessary for successful implementation

[illegible][illegible]







START

Concrete actions you
can adapt and steps
you can take right now.



START | STOP | CONTINUE

You have learned to improve the practice of a skill by setting a target that is meaningful, challenging, and measurable at each level of work with individuals, families, children, and communities.

You also continue to improve the practice of your agency. It may be helpful to consider aspects of your individual work and agency culture that need to be improved.

- 420C0070: practice always contribute to best practice and necessary for successful implementation.
- 420C0071: activities that are counterproductive to best practice, and
- 420C0072: consider activities you can stop and steps you can take right now.

Remember, the information that you need today is the 120C0070, STOP or CONTINUE, in your personal notebook, as well as throughout your agency.

START	STOP	CONTINUE

[illegible]

STOP

Activities that are counterproductive to best practice



START | STOP | CONTINUE

You're involved in a food practice, a service, meeting, a program that is integral, collaborative, and team-oriented at each level of your school community, family, culture, and neighborhood.

As you continue to increase the practice of your agency, it may be helpful to consider aspects of your collaboration with agency culture that need to be:

- **CONTINUED** practices already consistent to food practices and necessary for successful implementation.
- **STOP** activities that are counterproductive to food practice, and
- **START** activities you can adopt and adapt you can take right now.

Present and the relevant activities to increase your agency's **START, STOP or CONTINUE** in your personal practice, as well as throughout your agency.

[illegible]

CONTINUE

Practices already conducive to best practice and necessary for successful implementation



START | STOP | CONTINUE

Two investments in bond practices will achieve maximum impact that is integral, continuous, and transformative at each level of work with individuals, families, children, and communities.

As you continue to improve the practice of your agency, use the help to consider aspects of your institution work and agency culture that need to be transformed.

➤ **CONTINUE:** practices already continuous in bond practice and necessary for successful experiences

➤ **STOP:** activities that are counterproductive to bond practice, and

➤ **START:** activities you can adopt and shape you can take right now.

Review your observations and record what you see that is **START**, **STOP**, or **CONTINUE** in your personal practice, as well as throughout your agency.

START	STOP	CONTINUE

[illegible]

[illegible][illegible][illegible]

STOP

Activities that are counterproductive to best practice



START | STOP | CONTINUE

Your involvement in best practice is critical to ensuring that it is adopted, implemented, and maintained at each level of your organization. Family, culture, and performance.

As you continue to improve the practice at your agency, it may be helpful to consider aspects of your organization and agency culture that need to be:

ACCOMPLISHED: practices already conducive to best practice and necessary for successful implementation.

STOP: activities that are counterproductive to best practice, and

ADJUST: consider actions you can adjust and change you can take right now.

Please use the columns below to record what your data is: **START**, **STOP**, or **ADJUST** in your personal practice, as well as throughout your agency.

	START	STOP	ADJUST

CONTINUE

Practices already conducive to best practice and necessary for successful implementation



START | STOP | CONTINUE

Your involvement in best practice is critical to ensuring that it is adopted, implemented, and maintained at each level of your organization. Family, culture, and performance.

As you continue to improve the practice at your agency, it may be helpful to consider aspects of your organization and agency culture that need to be:

ACCOMPLISHED: practices already conducive to best practice and necessary for successful implementation.

STOP: activities that are counterproductive to best practice, and

ADJUST: consider actions you can adjust and change you can take right now.

Please use the columns below to record what your data is: **START**, **STOP**, or **ADJUST** in your personal practice, as well as throughout your agency.

	START	STOP	ADJUST

Common Roadblocks during the assessment process

Prospects withdraw application/drop out of process
Potential parent feels lost in the system
Potential parent feels disrespected, not needed by agency
Assessment process takes too long; prospect loses interest



Possible Solutions

Monthly follow-up phone call from recruitment staff
 Home visit by recruitment staff
 Strict standards for timely assessment process
 Mutual assessment with prospective parent
 Mutual assessment training for foster care staff
 Exit interview of dropouts by recruitment department
 Re-contact of dropouts by recruitment department in six months



START

Concrete actions you can adapt and steps you can take right now.



START | STOP | CONTINUE

Your commitment to best practice is ongoing, meaning it begins with the initial consultation, assessment and continues at each level of work with individual, family, system, and professionals.

As you continue to improve the practice of your agency, it may be helpful to consider aspects of your individual work and agency culture that need to be reinforced or enhanced.

ACT/IMPACT: practices already contribute to best practice and necessary for successful implementation.

ACT/IMP: activities that are counterproductive to best practice, and

ACT/IMP: concrete actions you can adapt and steps you can take right now.

Please use the columns below to record what you do to **START**, **STOP**, or **CONTINUE** in your personal practice, as well as throughout your agency.

START	STOP	CONTINUE

STOP

Activities that are counterproductive to best practice



START | STOP | CONTINUE

Your commitment to best practice is ongoing, meaning it begins with the initial consultation, assessment and continues at each level of work with individual, family, system, and professionals.

As you continue to improve the practice of your agency, it may be helpful to consider aspects of your individual work and agency culture that need to be reinforced or enhanced.

ACT/IMPACT: practices already contribute to best practice and necessary for successful implementation.

ACT/IMP: activities that are counterproductive to best practice, and

ACT/IMP: concrete actions you can adapt and steps you can take right now.

Please use the columns below to record what you do to **START**, **STOP**, or **CONTINUE** in your personal practice, as well as throughout your agency.

START	STOP	CONTINUE

CONTINUE

Practices already conducive to best practice and necessary for successful implementation



START | STOP | CONTINUE

Your involvement in best practice activities creates a legacy that is ongoing, collaborative, and transformative at each level of work with children, family, culture, and community.

As you continue to improve the practice at your agency, it may be helpful to consider aspects of your relationship with agency culture that need to be:

ACCOMMODATED: practices already conducive to best practice and necessary for successful implementation.

ADJUSTED: activities that are inconducive to best practice, and

ADDED: activities that are not in place and need to be added to best practice.

Please enter the columns below to record what your idea is: **START**, **STOP**, or **CONTINUE** in your planning activities, as well as how/when your agency

START	STOP	CONTINUE



Roadblocks in the Post-Assessment/Pre-Placement process

Foster parent gives up waiting for a child
 Feels unwanted or unneeded by agency
 Begins to distrust agency
 Loses enthusiasm



Possible Solutions

Monthly tracking call until placement
 Monthly contact from foster home resource manager
 Invite foster parent to support group meeting
 Send foster parent the training calendar
 Discuss broader age/characteristics with foster parent
 Encourage foster parent to provide emergency or respite care



START

Concrete actions you can adapt and steps you can take right now.



START | STOP | CONTINUE

Your commitment to best practice is actively creating a culture that is engaged, collaborative, and responsive to the needs of each child and adolescent, family, caregiver, and professional.

As you continue to improve the practice of your agency, it may be helpful to consider aspects of your individual work and agency culture that need to be reinforced or enhanced.

ACT/IMPACT: practices already contribute to best practice and necessary for successful implementation.

ACT/IMP: activities that are counterproductive to best practice, and

ACT/IMP: concrete actions you can adapt and steps you can take right now.

Please use the columns below to record what you do to **START**, **STOP**, or **CONTINUE** in your personal practice, as well as throughout your agency.

START	STOP	CONTINUE

STOP

Activities that are counterproductive to best practice



START | STOP | CONTINUE

Your commitment to best practice is actively creating a culture that is engaged, collaborative, and responsive to the needs of each child and adolescent, family, caregiver, and professional.

As you continue to improve the practice of your agency, it may be helpful to consider aspects of your individual work and agency culture that need to be reinforced or enhanced.

ACT/IMPACT: practices already contribute to best practice and necessary for successful implementation.

ACT/IMP: activities that are counterproductive to best practice, and

ACT/IMP: concrete actions you can adapt and steps you can take right now.

Please use the columns below to record what you do to **START**, **STOP**, or **CONTINUE** in your personal practice, as well as throughout your agency.

START	STOP	CONTINUE

STOP/1 STOP/ CONTINUE

Your commitment to best practice is actively creating a culture that is engaged, collaborative, and is focused on the success of each of our students, faculty, children, and professionals.

As you continue to improve the practice of your agency, it may be helpful to consider aspects of your mission and agency culture that need to be

CONTINUE practices already consistent to best practice and necessary for successful outcomes.

STOP/1 STOP activities that are counterproductive to best practice and **STOP/2 STOP** activities address you can adapt and change you can take right now. Please use the indicators below to record what you plan to **STOP/1 STOP/2 STOP/CONTINUE** in your personal practice, as well as throughout your agency.

STOP/1 STOP/2 STOP/CONTINUE	STOP/1 STOP/2 STOP/CONTINUE

[illegible][illegible]

STOP

Activities that are counterproductive to best practice



START | STOP | CONTINUE

Your involvement in best practice is critical to ensuring that it is successful, collaborative, and sustainable at each level of work with individuals, family, culture, and community.

As you continue to improve the practice at your agency, it may be helpful to consider aspects of your relationship with your agency culture that need to be:

ACCOMMODATED: practices already conducive to best practice and necessary for successful implementation.

ADJUSTED: activities that are counterproductive to best practice, and

ADAPTED: activities where you can adapt and share your wisdom right now.

Please use the columns below to record what your idea is: **START**, **STOP**, or **CONTINUE** in your personal practice, as well as throughout your agency.

	START	STOP	CONTINUE

CONTINUE

Practices already conducive to best practice and necessary for successful implementation



START | STOP | CONTINUE

Your involvement in best practice is critical to ensuring that it is successful, collaborative, and sustainable at each level of work with individuals, family, culture, and community.

As you continue to improve the practice at your agency, it may be helpful to consider aspects of your relationship with your agency culture that need to be:

ACCOMMODATED: practices already conducive to best practice and necessary for successful implementation.

ADJUSTED: activities that are counterproductive to best practice, and

ADAPTED: activities where you can adapt and share your wisdom right now.

Please use the columns below to record what your idea is: **START**, **STOP**, or **CONTINUE** in your personal practice, as well as throughout your agency.

	START	STOP	CONTINUE

Common Roadblocks – Transitioning child out of the foster home

Foster parents aren't involved in case planning

Foster parent does not agree with placement plan

Foster parent feels left out, not valued, disrespected, betrayed

Foster parent is unable to support the case plan



Possible Solutions

Invite foster parent personally to participate in case planning, meetings, etc.
 Train all staff people and foster parents in teamwork
 Invite foster parents to monthly support group
 Include foster parent in work with birth parent, relative, or adoptive family
 Involve foster parent in family visits
 Make monthly home visit
 Ensure that foster parent has regular contact with service providers and the child's worker
 Provide information to foster parent on progress of child's family



START

Concrete actions you can adapt and steps you can take right now.



START | STOP | CONTINUE

Your commitment to best practice is to ensure meeting a child's needs that is ongoing, collaborative, and responsive to the needs of each child and family. Every child, every family, every community.

As you continue to improve the practice of your agency, it may be helpful to consider aspects of your individual work and agency culture that need to be sustained or enhanced.

START - practices already in use that are necessary for successful outcomes.

STOP - activities that are counterproductive to best practice, and

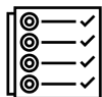
CONTINUE - activities that you can adapt and steps you can take right now.

Please use the columns below to record what you do to START, STOP or CONTINUE in your personal practice, as well as throughout your agency.

START	STOP	CONTINUE

STOP

Activities that are counterproductive to best practice



START | STOP | CONTINUE

Your commitment to best practice is to ensure meeting a child's needs that is ongoing, collaborative, and responsive to the needs of each child and family. Every child, every family, every community.

As you continue to improve the practice of your agency, it may be helpful to consider aspects of your individual work and agency culture that need to be sustained or enhanced.

START - practices already in use that are necessary for successful outcomes.

STOP - activities that are counterproductive to best practice, and

CONTINUE - activities that you can adapt and steps you can take right now.

Please use the columns below to record what you do to START, STOP or CONTINUE in your personal practice, as well as throughout your agency.

START	STOP	CONTINUE

CONTINUE

Practices already conducive to best practice and necessary for successful implementation



START | STOP | CONTINUE

Your involvement in best practice activities creates a legacy that is consistent, collaborative, and transformative at each level of work with children, family, culture, and professionals.

As you continue to improve the practice at your agency, it may be helpful to consider aspects of your mission and vision to inform the work you do.

ACCOMPLISH: practices already conducive to best practice and necessary for successful implementation.

ADJUST: activities that are inconducive to best practice, and

ADJUST: activities that are inconducive to best practice, and

Please enter the columns below to record what you'd like to **START**, **STOP**, or **CONTINUE** in your ongoing practice, as well as the frequency with which you plan to implement the change.

START	STOP	CONTINUE

Common Roadblocks – after reunification or adoption

Agency/worker does not recognize foster parent's feelings of loss
Foster family feels left out, frustrated, disenchanted, hurt
Foster parent is angry at agency/worker



Possible Solutions


Monthly contact by agency staff
Training on dealing with grief and loss
Invitation to monthly support group
Post-reunification contact with child and family
Review of placement progress by agency staff and foster parent
Ongoing training for foster parent and staff
Next-day phone call to foster parent from worker to assist with grief and loss



START

Concrete actions you
can adapt and steps
you can take right now.



STAFF STOP CONTINUE		
<p>Your involvement in this process is to surface existing programs that are integral, collaborative, and nonredundant and to ensure that all such work with individuals, families, children, and communities:</p> <p>As you continue to improve the practice of your agency, it may be helpful to consider aspects of your individual work and agency culture that need to:</p> <p><CONTINUE> activities already conducted to best practice and necessary for successful implementation.</p> <p><STOP> activities that are counterproductive to best practice, and</p> <p><ADJUST> activities where you can adjust and shape your work to take time away from:</p> <p>Remember that the ultimate goal is to ensure that you fully understand the current practice in your personal practice, as well as throughout your agency.</p>		
EXISTING	STOP	CONTINUE
		

[illegible]

STOP

Activities that are counterproductive to best practice



STAY! / STOP / CONTINUE

Your involvement in best practice activities involves a single thread to ongoing collaboration, and formalized activities at each level of work with experienced, family, children, and professionals.

As you continue to improve the practice on your agency, if you feel ready to continue aspects of your involvement with and agencies that need the **CONTINUE**, activities already conducted to best practice and necessary for sustained or permanent.

STAY activities that are counterproductive to best practice, and

ATTEND - consider where you want and steps you can take right now.

Please use this action plan to record activities for the **STAY**, **STOP** or **CONTINUE** in your personal practice, as well as throughout your agency.

	STAY	STOP	CONTINUE
1			

[illegible]

CONTINUE

Practices already conducive to best practice and necessary for successful implementation



STAY! | STOP! | CONTINUE

Your involvement in this practice is entirely voluntary. It is highly likely to be integral, collaborative, and transformative at each level of work with individuals, families, cultures, and communities.

As you continue to improve the practice of your agency, if you feel led by the Holy Spirit to continue aspects of your individual work and agency culture that need to be **CONTINUED**, practices already consistent to best practice and necessary for sustained engagement.

STOP! activities that are counterproductive to best practice, and

STAY! activities where you can adapt and shape you can take right now.

Please use the activities section to record what you do in the **STAY! | STOP | CONTINUE** in your personal practice, as well as throughout your agency.

	STAY!	STOP!	CONTINUE
1			

[illegible]

RECOMMENDED
BEST PRACTICES

"Recruitment, Training, and Support"

Annie E. Casey Foundation

Family to Family Tools for Rebuilding Foster Care

<https://www.aecf.org/resource/recruitment-training-and-support-the-essential-tools-of-foster-care-1>
