



NORTHERN CALIFORNIA
FAMILY CENTER

Advance I Resource Parent Training

“There can be no keener revelation of a society's soul
than the way in which it treats its children.”

Nelson Mandela

TODAY'S TRAINING ADVANCE I

- Programs Review
- Prudent Parent Standard
- Video “*ReMoved*”
- Mandated Reporter
- Youth’s Personal Rights
 - Common Rights
- School
- Discipline Procedures
- Complaint/Grievance Policy
- Discharge/Termination
- Resource Parent Debriefing
- Quiz
- Resource Family Training/Relias Learning
- Forms & Handouts
 - DMV Record
 - 2 Personal Reference Forms
 - RFA Health Screening Reports
 - Medical Physical/TB test
 - Applicants Own Health Screen
 - SAFE Questionnaire I
- Questions & Answers

LONG TERM PLACEMENT & RUNAWAY/CRISIS PROGRAM

- FFH can provide **long term care** for children 2 days to 21 years of age.
- Children are referred by the Department of Social Services.
- Ongoing wellness care provided; youth are required to see a Medical and Dental care provider within 30 days of placement.
- **Length of stay unknown**, court review determines length of placement.
- Crisis Homes are licensed foster family homes that provide **temporary**, emergency shelter for youth between the ages of 9-17 years
- Short term; **1-5 days**- “Cooling Off Period”
- Crisis Homes shelter Runaways and At-Risk Youth
- Parents/Guardians still have custody of youth
- **Voluntary** Program
- Emergency medical care only

PRUDENT PARENT STANDARD

“Reasonable and Prudent Parent Standard” means the standard characterized by careful and sensible parental decisions that maintain the child’s health, safety, and best interests.

Ensure foster youth can participate in activities the same or similar as birth children.

Considerations:

- Youth’s age (developmental/chronological)
- Legal authorizations (travel orders)
- Level of danger
- Level of youth’s skill

Would you let YOUR birth child do this activity?

REASONABLE & PRUDENT PARENT STANDARD

- Definition
 - Careful and sensible parental decisions that maintain the child's health, safety, and best interests
- GOALS:
 - Provide the youth with a “**normal**” life experience in out of home care.
 - Empower the out-of-home caregiver to encourage youth to engage in extracurricular activities that promote child well being.
 - Allow for reasonable parenting decisions to be made by the out-of-home caregiver without waiting to obtain the social worker or Juvenile Court approval.
 - Remove barriers to recruitment and retention of high quality foster caregivers.
 - Reduce the need for social workers to either give permission or to obtain Juvenile Court approval for reasonable care giving activities, should be care-giving.
 - Respect the rights of youth in out-of-home care.

VIDEO

“ReMoved” is a video presentation that follows the emotional story through the eyes of a young girl taken from her home and placed into foster care.

"It would be impossible to fully understand the life and emotions of a child going through the foster care system, but this short narrative film portrays that saga in a poetic light, with brushes of fear, anger, sadness, and a tiny bit of hope." -Santa Barbara Independent

<http://vimeo.com/73172036>

<http://www.youtube.com/watch?v=lOeQUwdAjE0&feature=youtu.be>

WHO IS A MANDATED REPORT?



YOU ARE!

It's the Law

Resource Parents are **MANDATED**
reporters of child abuse

RULES OF REPORTING

- **Why report?**

The primary intent of the reporting law is to protect the child. Protecting the identified victim may also provide the opportunity to protect other potential victims

- **What should be reported?**

Physical abuse, child sexual abuse, willful cruelty or unjustified punishment, Unlawful corporal punishment or injury, Neglect, general neglect or severe neglect

- **When do you report?**

Abuse must be reported when one who is a legally mandated reporter "...has knowledge of or observes a child in his or her professional capacity, or within the scope of his or her employment whom he or she knows or reasonably suspects has been the victim of child abuse or neglect..."

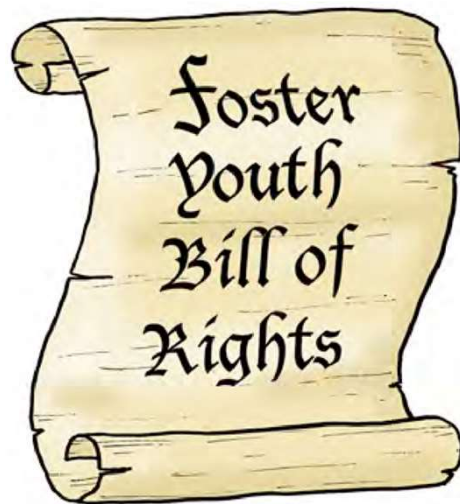
- **What if I don't report?**

Mandated Report who fail to make a required report is guilty of a misdemeanor punishable by up to six months in county jail and/or up to a \$1000 fine

YOUTH'S PERSONAL RIGHTS

Each child shall have personal rights which include, but are not limited to the following:

1. To be accorded dignity in his/her personal relationships with other persons in the home.
2. **To be accorded safe, healthful and comfortable accommodations, furnishings and equipment that are appropriate to his/her needs.**
3. To be accorded the independence appropriate to the child's age, maturity and capability as outlined in the child's Needs & Services Plan or Transitional Independent Living Plan (TILP).
4. **To be free from corporal of unusual punishment, infliction of pain, humiliation, intimidation, ridicule, coercion, threat, mental abuse or other actions of punitive nature including but not limited to, interference with the daily living functions of eating, sleeping or toileting or withholding of shelter, clothing or aids to physical functioning.**



COMMON RIGHTS

- Legal Rights
- Money/ Allowance
- Religion
- Family Visits and Communication
- School

**Every foster youth
is assigned
an Attorney**



LEGAL RIGHTS

- Right to an attorney/legal representation
- Right to go to court and talk to the judge
- Right to see and get a copy of their court report and case plan
- Right to keep their court records private, unless the law says otherwise
- Right to be told by their social worker or probation officer and/or attorney about any changes in their case plan or placement

MONEY

- Children have a right to have an allowance
- While in foster care, the resource parent must give youth a regular allowance to be used for things other than clothing, food, shelter or hygiene supplies.
- This allowance is an entitlement and should be determined by youth's age.
- The child should be able to manage the allowance on their own with the guidance of the resource parent.
- The allowance should be spent on something the child wants that is reasonable and age appropriate.



RELIGION

- Youth must be able to attend religious services if they choose.
- Resource parents cannot require the youth to attend religious activities of their choice



FAMILY VISITS AND COMMUNICATION

- Foster children have a right to communicate and visit with their parents as allowed by court order.
- The information of the regulations will be made available to resource parents by the County Social Worker
- At the age of 12 years, foster youth have the right to make the decision to attend court
- Phone calls made to biological parents by youth in placement have to be directed by CSW

SCHOOL

- The right to be enrolled in school
- The right to confidentiality. Resource Parents should not divulge confidential information to school personnel such as
 - Child's history
 - Family situation
 - Reason for placement
- Exceptions: for the use of an IEP, counseling, class selection, history of molesting other children or history of physical violence towards others
- The right to go to After-School activities that are appropriate for their age and development level
- The right to have access to the same resources, services and extracurricular activities at other students.

SCHOOL ENROLLMENT

When enrolling the child in school, foster parent will be required to provide the following information:

- Name and address of the last school child attended
- Copy of child's immunization records
- Grade level of child
- Any special educational requirements

Foster Parent will sign as Guardian for

- Permission slips
- Advanced absences
- All other school documents requiring a signature

Children in foster homes are eligible for the Federal Free Lunch Program

SCHOOL EXPECTATIONS FOR RESOURCE PARENTS

- Enrollment of the child in school
- Establish a positive relationship with school personnel
- Monitor child's academic progress and school attendance
- Supervise home studying, homework and special projects
- Establish and maintain regular contact with teachers and counselors
- Purchase school supplies
- A child must be immediately enrolled in educational program.
- Their academics and behaviors at school should be monitored.

GAME TIME !!

Who Are These Individuals?

What Do They Have in Common?



PROTECTING A CHILD'S RIGHTS

- Upon admission, each child will be personally advised of and given a copy of the child's rights
- It is the responsibility of the agency, representative/SW to educate the youth and foster parent of the youth's rights.
- Youth in placement must be clear about rules and expectations. In a simple and clear way, explain to youth what is expect of he/she. Inform the youth of their accountability consistently and respectfully. Inform the youth, their misbehaving will be addressed appropriately.
- In the event, they youth's behavior becomes unruly your first call should be to the Social Worker, not law enforcement.

SETTING LIMITS UPON PLACEMENT

- At time of placement, the youth will be provided a copy of their rights and signature obtained verifying receipt.
- Youth placed in a home must be aware at time of placement consequences of adverse behavior.
- Limits placed on child must be determined by variables related to the child's needs, chronological and developmental age.
- Examples:
 - 1) when assigning a youth to a "Time Out", it is acceptable that this period correlate to their age/ability. Time Out for a 4 year old is acceptable to sitting for 4 minutes in an assigned location.
 - 2) Teenager with a cell phone: It is appropriate to ask the youth to surrender the phone for a designated period provided the youth is able to use an alternate phone to call his/her court approved advocate/SW in the event of an emergency. This is in accordance with the youth's rights upon placement.

DISCIPLINE PROCEDURE

- NCFC's policy is to regard disciplinary procedures within the context of a learning process.
- Resource Parents are responsible for implementation of ongoing disciplinary practices.
- Children are expected to benefit positively by disciplinary measures.
- Children should be informed as to the reasons for the disciplinary actions
- Acceptable Forms of discipline include:
 - Removal of privileges
 - "Time- Out"
 - Logical Consequences Losses ex.
 - Writing on wall –cleaning wall
 - Breaking window –cleanup, re-payment, etc.
- Types of Discipline **Not Permitted**
 - Corporal punishment
 - **Violation of personal rights**

DISCIPLINING FOSTER YOUTH

Responding to inappropriate behavior

- 1) Allow the situation to calm, de-escalate by separating yourself or the youth when possible. Send the child or yourself on a Time Out.
- 2) Talk to the youth, during a calm moment, open a dialogue on the situation that occurred, explain why the behavior was inappropriate.
- 3) Offer an explanation on anger and how adrenaline works, develop a list of things he/she can do that are positive and acceptable
- 4) Do not force the child into submission or physically handle the child. It is **NOT** appropriate to touch the child or “pat down” to searching his/her belongings. If you suspect the child is hiding something or you have responsible suspicion of theft, it is **NOT** appropriate to touch them or their belongings. This is a violation of the child’s rights. In the event the child provides permission to search their belongings, this is the responsibility of the police. If after the police have made their intervention and lost or stolen items have not been located. Leave this process to be determined in conference with NCFC Social Worker.
- 5) Focus on the child’s strengths, encourage the youth to think rather than react. Educate the youth to recognize emotions and how to properly deal with them.
- 6) Offer taking a walk, exercise, journaling, listening to music. It is important to provide options for the youth.
- 7) Focus on positive outcomes. It is important that the youth understands disciplinary procedures are within the context of a learning process, not intended to hurt or harm.

ACCEPTABLE FORMS OF DISCIPLINE

- (1) “Time Out”, directing a child to an unlocked living, sleeping, or play area.
- (2) Time limited use of privileges of use of entertainment devices including but not limited to cell phones, televisions, radios and MP3 players.
- (3) Performance of additional duties related to training needs identified in the child's needs and services plan. Additional chores or duties may be used as a form of correction.
- (4) Foster parents are expected to confer to explore with their Social Worker difference ways of discipline that do not violate the youth’s personal rights.
- (5) If a youth’s behavior cannot be managed, it is appropriate to seek professional medical attention, counseling or possibly a higher level of care.

POSITIVE DISCIPLINING METHODS

- **It is ok to say “No!”** Limits should be clearly explained and enforced.
- **Use discipline.** Learn appropriate discipline techniques for children and use them when needed.
- **Build a positive self-image.** Encourage children to see themselves as valued and valuable people.
- **Model appropriate behavior.** Foster Parents must be aware of the powerful influence of their actions on a child’s behavior.
- **Teach children to express themselves verbally.** Talking helps a child have control and reduces acting out behavior. Encourage the child to say, for example, “I don’t like your taking my pencil. I don’t feel like sharing right now.”
- **Explain situations.** Help the child understand the cause of a stressful situation. It is important to realize how easily children can begin to react properly once they understand the cause of their frustration.
- **Encourage the child to see his or her strengths and weaknesses.** Help them to see they can reach their goals.
- **Use promises and rewards.** Promises of future pleasure can be used both to start and stop behavior. This approach should not be compared seen as bribery. It is helpful to understand what the child likes-what brings he/she pleasure-and follow up on promises.
- **Inform the child it is acceptable to express angry feelings,** but offer other suggestions for expressing them. Teach children to put their angry feelings into words, rather than physically expressing them.

**To discipline is to teach, offer knowledge and skill,
not punish and control.**

DISCIPLINE SUPPORT BEYOND THE HOME

Call the assigned Social Worker to inform of the incident to seek additional assistance to mediate the incident.

Review options such as

- Schedule an in-home family meeting
- Mediation outside of the home
- Respite, to be provided by another licensed resource family home

In all cases in the event of an emergency and the SW cannot be reached, phone the NCFC office.

- In the event a youth's behavior become violent and or criminal. The local police department must be contacted. When feasible, this decision may need to be made immediately in any case inform the Social Worker of any unusual incident.
- In the event of imminent danger such as risk of loss or life. An emergency call should be placed to the local police or fire department.
- In all unusual incidents a report is written by the SW and submitted to CCL.

MISBEHAVIORS THAT WILL RESULT IN DISCHARGE FROM THE FOSTER HOME

- Assaultive and/or physically or verbally threatening to others
- Intimidation of others
- Legally defined by delinquent (“law-breaking”) behavior (i.e. fire-setting, vandalism, burglary, disturbing the peace, drunk and disorderly in public, etc.)
- Self-destructive behavior
- Medical condition beyond our capacity to control (non-ambulatory, acute diabetic, paralysis, spina bifida, etc.)
- Refusal to attend school (chronic)
- Runaway (chronic, lengthy)
- Alcohol or drug use (chronic, lengthy)
- Sexually Inappropriate Behavior
- Other behaviors deemed unsafe by agency staff
- In the event of a criminal act, the local police department must be notified. Is the responsibility of the police department to investigate if a crime has been committed.

DISCHARGE/TERMINATION

Successful Discharge

Emancipation:

“Age Out” age 18 or if youth decides to participate in AB 12 program, can remain in placement until age 22

Reunification:

Return to natural family , former adoptive family,
former resource family, or relative for permanent placement
new resource family home

Alternative Termination

- Inappropriate Behaviors may result in discharge:
 - Assaultive and/or physically or verbally threatening to others
 - Legally defined by delinquent (“law-breaking”) behavior (i.e. fire-setting, vandalism, burglary, disturbing the peace, drunk and disorderly in public, etc.)
 - Self-destructive behavior
- Medical condition beyond our capacity to control
- Refusal to attend school (chronic)
- Runaway (chronic, lengthy)
- Sexually Inappropriate Behavior
- Other behaviors deemed unsafe by agency staff

COMPLAINT/GRIEVANCE POLICY

- CCL requires all foster children have a grievance/complaint procedure for the resolution of problems
- NCFC's policy is to prefer that each youth with a complaint attempt to resolve the issue at the lowest level by talking with the person(s) that they are experiencing difficulty.
- Foster Children may take their complaint first to any NCFC staff, or specifically the SW assigned
- The youth may choose to make written complaints whenever he or she wishes to do so
- If the youth does not feel the complaint was resolved satisfactorily; the youth may contact their County Social Worker or the Foster Care Ombudsman's office at 877-846-1602

RESOURCE PARENT PLACEMENT DEBRIEFING

Resource parents deal with loss

- loss of a child to return home
- loss of child to adoption
- Loss of child to another foster home
- loss of their foster parent license

Grief is inevitable. It is the natural consequence of the cycle of bonding and separation. It cannot be eliminated or even lessened. It can only be handled with empathy or with disdain by the support of those aware of the experience

It is best not to ignore it, but rather address the emotions

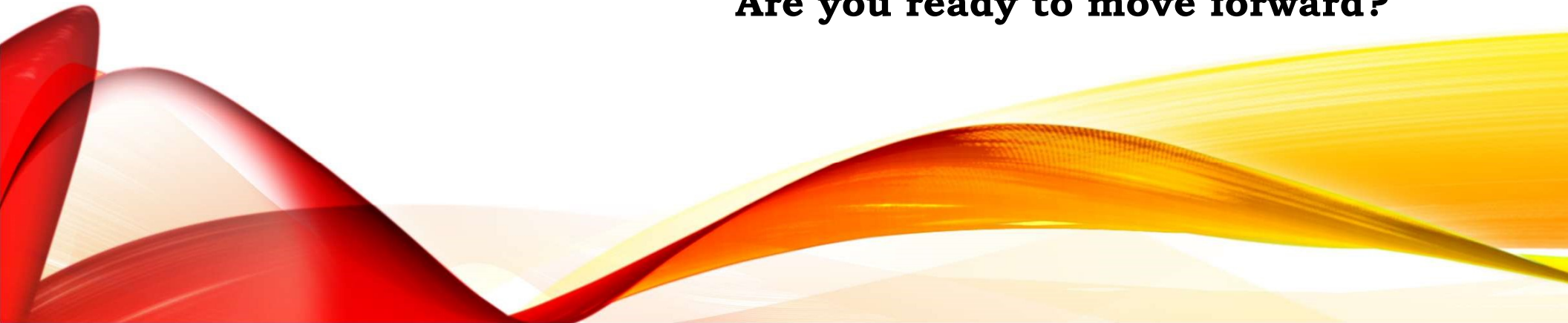
Stages of Loss 1) Denial 2) Despair, 3) Anger, 4) Mourning , 5) Guilt and 6) Acceptance

NCFC staff will meet with Resource Parent to debrief and provide support in processing the loss

QUIZ

What have you learned?

Are you ready to move forward?



RESOURCE FAMILY TRAINING

NCFC MAKES BEING A RESOURCE PARENT EASIER!

NCFC makes continuing education easier by providing computerized training that can be done at your convenience! **Relias Learning** provides mobile and social learning to train, develop and empower!

1. Go to the following site: ncfc.training.reliaslearning.com
2. Type in user name and password User name is the first initial of your first name and last name

Ex: John Doe

User Name: **jdoe**

Password: **12345**

Upon initial log in, user will be prompted to change default password to individual choice.

3. At initial log in User will be asked a series of security questions. Please answer them.
4. Once logged in User can begin taking the assigned courses listed under Current Training.
Click **Take Now** to begin course.
5. Upon completion of the course, passing the course quiz is required for credit and certificate of training.
6. Please inform NCFC Social Worker when any training is completed.

CCL requires all resource families to complete 12 hours or pre-certification training (Orientation, Advance I and Advance II) and maintain 12 hours of training annually.

FORMS AND HANDOUTS

Please complete:

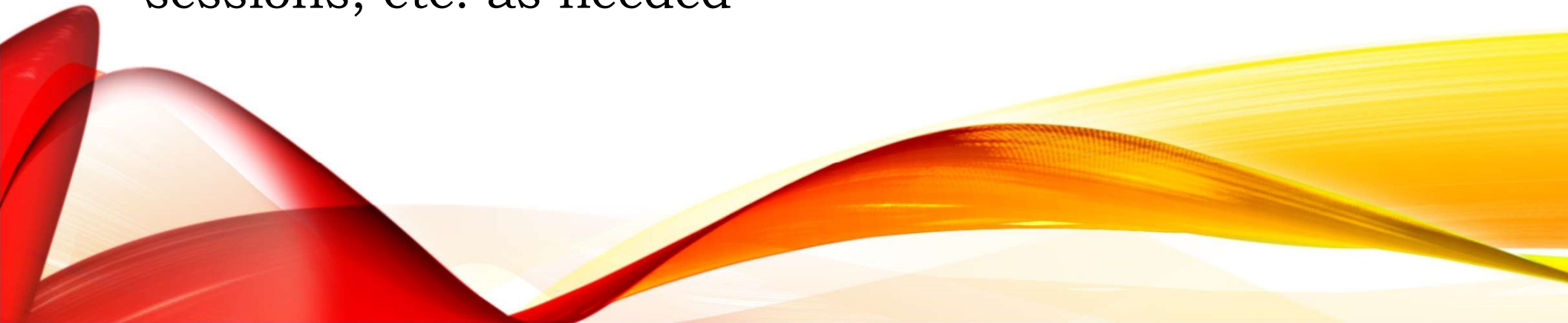
- DMV records check
- 2 Reference Letters (per household/non family members)
- Health Screening Forms to be completed by a physician
- Applicant's OWN Self Health report
- Resource Family SAFE Questionnaire I

DMV RECORD

Resource Parents must have

- A clean DMV report
- An operating car
- Valid car insurance

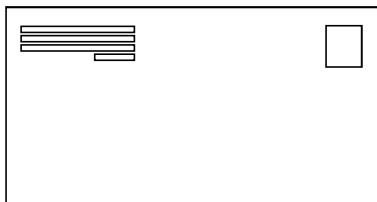
Resource Parents are required to transport children to school, medical appointments, counseling sessions, etc. as needed



2 REFERENCE FORMS

Title XXII regulations require two (2) reference forms for each resource parent's household.

Resource Parent Applicants provide the form to the individual providing the reference.



Who can provide reference letters:

- Co-workers
- Friends
- Colleagues
- Church Members
- Any person who is **NOT** related to the resource parent applicant that has observed the prospective resource parent interacting with children.

HEALTH SCREENING REPORTS

Health Screening Report-Facility Personnel/Doctor

Title XXII regulations require that resource parent applicants submit the following health related forms:

- Health Screening Report-Facility Personnel (LIC 503)
- Tuberculosis test; if the tuberculin screen test is positive an x-ray is required (LIC 503)

Applicant's Own Report on Health

- Applicant's own report on health
- To be completed by each resource parent



Resource Parents Questionnaire

- This questionnaire is a significant part of the NCFC Resource Family Home Program.
- This information will help us to get to know you and your family.
- This will also help us match a child to your home.
- Please answer all questions that apply to you and to your situation.
- There are no correct or incorrect responses.

Sample Questions:

- 1) Please describe your home, neighborhood and community
- 2) How were you disciplined as a child?
- 3) Please describe your spouse's personality.
- 4) How are decisions made in your home?

ANY QUESTIONS?

Please know it is with great
pleasure that
we welcome you
to be a Resource Parent with our
agency

