

**Family to Family Key Elements**  
**Recruitment, Development and Support of Resource Families**

➤ <b>Strategy</b>	Recruitment, Development and Support of Resource Families
➤ <b>Goal</b>	To assure that children who cannot be protected in their own home will be placed with a safe and stable family from their own neighborhood.
➤ <b>Values</b>	<ul style="list-style-type: none"> <li>• Every child deserves a family.</li> <li>• Every family needs the support of their community.</li> <li>• Public child welfare agencies (PCWA) need community partners.</li> </ul>
➤ <b>Assumptions</b>	<ul style="list-style-type: none"> <li>• There are strong, nurturing, neighborhood families who will step forward to care for those children who cannot be protected in their own homes if we inform the community of the need and provide our resource families with adequate support.</li> <li>• It takes every staff member of the public child welfare agency, and all of our community partners, to participate in the support of resource families in order to build trust and to create an adequate safety net for the families who are the front line of protection for children in out-of-home care.</li> <li>• Families and youth are experts on themselves and can serve as valuable partners and consultants in training and developing both resource families and PCWA staff.</li> <li>• Decisions about all phases of the recruitment cycle (recruitment, development and support) will be based on the local data gathered in tracking prospective resource families and the experience of children in out of home care.</li> </ul>
➤ <b>Key Elements</b>	<ol style="list-style-type: none"> <li>1. Recruitment <i>begins with support</i>. It starts with meeting the needs of the current resource families.</li> <li>2. Recruitment is <i>a system of neighborhood based out-of-home-care</i> in order to reduce the trauma of placement for children.</li> <li>3. <i>Neighborhood partners actively assist in recruiting and supporting resource families</i> in their own neighborhood in order to increase the accessible services and supports for neighborhood children and families.</li> <li>4. <i>Resource families work with social workers and birth families to achieve reunification</i> or another permanency goal.</li> <li>5. <i>There is a change in the culture of the public agency</i>. Administrators, social workers and support staff reflect confidence and commitment to the value of placing <i>all</i> children with safe and stable families; they demonstrate respect for resource families in their work and they implement the philosophy that “recruitment is everybody’s business”.</li> <li>6. <i>The policies and promotions at the public child welfare agency reflect the agency’s commitment</i> to develop partnerships with community organizations, with neighborhood collaboratives, with birth families and with resource families.</li> <li>7. <i>Resource families participate in policy and placement decisions</i>. They are trained, supported and informed about all meetings related to the child in their care and policy development.</li> </ol> <p><i>Training for new and experienced resource families is relevant, participatory and accurately describes the experience of resource families. It is accessible geographically and culturally. Foster youth, birth and resource families function as co-trainers sharing their experiences and their lessons learned.</i></p>