

“RECRUITMENT IS EVERYBODY’S BUSINESS”: BUT WHAT DOES THAT MEAN?

- Resource families are most often recruited by friends who are happy, supported Resource Families; Resource families are often lost when the friends who are Resource Families report that they feel disrespected, unappreciated and unsupported by the staff at the agency that approved them. All staff members of the public agency have the ability and responsibility to support Resource Families.

AND WHAT WOULD IT TAKE?

- The PCWA Director would take steps to assure that the message about the value of Resource Families is part of the visible mission of the agency: she speaks to graduating classes; she is accessible to Resource Families; she places a priority on providing adequate services and supports for Resource Families. All staff provides respect and support in any interactions with RF.
- Current Resource Families would be encouraged to inform the agency about what supports and services would help them to provide for the children in their care.
- A 24/7 hotline is available to provide RF who care for teens, or other challenging children, the support or specialized services they require at the time of the crisis.
- “Pre-placement visits” would always occur. In emergency placements this may be some time alone for the child and the social worker after introductions when they go out to sit on the back porch to discuss the child’s questions and concerns.
- There are no “drive-by” placements. Social workers accompanying the child remain at the home until the Resource Family has had an opportunity to receive information and the child has had an opportunity to look around and begin to feel more comfortable with his new surroundings.
- Administrative support staff assures that stipends for care, clothing vouchers etc. are provided in a timely manner.
- The Resource Family’s social worker visits or calls the Resource Family the day after a new placement to give support, answer questions and secure needed resources or services.
- Special parking places for Resource Families are available at the agency for ease in transporting children.
- The agency staffs support groups for Resource Families assisting with refreshments, speakers and consultation.

HOW CAN RECRUITMENT BECOME EVERYONE’S BUSINESS IN YOUR COMMUNITY?