

# PRACTICE NOTES

For North Carolina's Child Welfare Workers

From the NC Division of Social Services and the Family and Children's Resource Program

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This publication for child welfare professionals is produced by the North Carolina Division of Social Services and the Family and Children's Resource Program, part of the Jordan Institute for Families within the School of Social Work at the University of North Carolina at Chapel Hill.

*In summarizing research, we try to give you new ideas for refining your practice. However, this publication is not intended to replace child welfare training, regular supervision, or peer consultation—only to enhance them.*

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## ACHIEVING PERMANENCE THROUGH ADOPTION

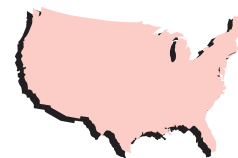
When it comes to adoptions from foster care, North Carolina has come a long way. In 1990, just 126 children were adopted from foster care in our state (ACF, 2001). In 2009, there were 1,722 (USDHHS, 2011).

This change in outcomes is due in part to the Adoption and Safe Families Act of 1997 and other federal laws, which emphasize achieving timely permanence for children. But it is also due to the dedication of our state's child welfare professionals. Moved by the conviction that no child is unadoptable, they have overcome barriers and

worked tirelessly so that no child grows up in foster care.

While we should be proud of this achievement, there's no time for complacency. Right now there are hundreds of children who are legally free and waiting for adoptive families in North Carolina.

This issue of *Practice Notes* seeks to support you and your agency as you work to ensure every child has a family. ♦



**20% of the children who left foster care in the U.S. in 2009 were adopted.**

## ADOPTION IN NORTH CAROLINA: BY THE NUMBERS

Ensuring all children have a loving, safe, and permanent family is a core goal of the child welfare system. The following data tell us something about how well our state is doing in pursuit of this goal.

### How many children are adopted from foster care in NC?

As Figure 1 illustrates, over the last several years North Carolina has steadily increased the number of children adopted from foster care. Adoption also made up a growing percentage of the exits from foster care each year since 2006. In that year 22.4% of the NC children who left foster care were adopted; by 2009 that percentage climbed to 29.2% (USDHHS, 2011).

### How many young people in foster care in NC await adoption?

The federal government reports that in 2009 there were 1,470 North Carolina children in foster care awaiting adoption (USDHHS, 2011). Typically counts of waiting children reported by the NC Division of Social Services are lower; on May 16, 2011, it reported that 769 of the children in foster care

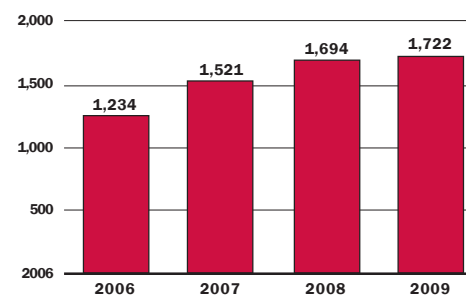
in NC were awaiting adoption. The discrepancy is due to the fact that the federal government includes in its count all children with a goal of adoption, even if parental rights have not yet been terminated. North Carolina's count includes only children who have the goal of adoption and are legally free.

### How long is the wait?

In calendar year 2010, the average length of stay for children adopted from foster care in North Carolina was 27.5 months, well below the national median of 32.4 months. During 2010, length of stay in

cont. p. 2

Fig. 1 NC Children Adopted from Foster Care



Source: USDHHS, 2011

## ADOPTION IN NORTH CAROLINA: BY THE NUMBERS from p. 1

foster care was shortest for adopted children from large counties (25.6 months), longer for children from mid-sized counties (28.6), and longer still for children from small counties (29.5 months) (Duncan, et al., 2011).

In SFY 2010, 33.2% of North Carolina children who left foster care through adoption were adopted within 24 months of their last entry into care (Duncan, et al., 2011). This is one of the key REAP “Achievements” North Carolina uses to track its performance related to adoption. Our state has improved on this performance measure every year since 2006 (USDHHS, 2011).

### What do we know about those who were adopted?

**Gender.** Of the NC children adopted from foster care in SFY 2009-10, 48% were female and 52% were male (Duncan, et al., 2011).

**Age.** As Figure 2 shows, most NC children who leave foster care through adoption are age six or younger. Between January 2001 and March 2010, an average of slightly more than **64** children age birth to six were adopted from foster care each month. During this same period about **28** children age seven to 12 and about **11** children age 13 and older were adopted from foster care each month. These are averages; the actual number of adoptees in each group varies each month (Duncan, 2010).

**Race.** Figure 3 describes the race of the children adopted from foster care in 2009. The percentage of adopted children from each group is typical for the past several years (USDHHS, 2011).

**Disability.** Children with a diagnosed disability make up an increasingly greater percentage of the NC children adopted from foster care. In 2006, 18.1% of children adopted from foster care in our state had a diagnosed disability; in 2009 that rose to 25.5% (USDHHS, 2011).

### Who adopts children from foster care?

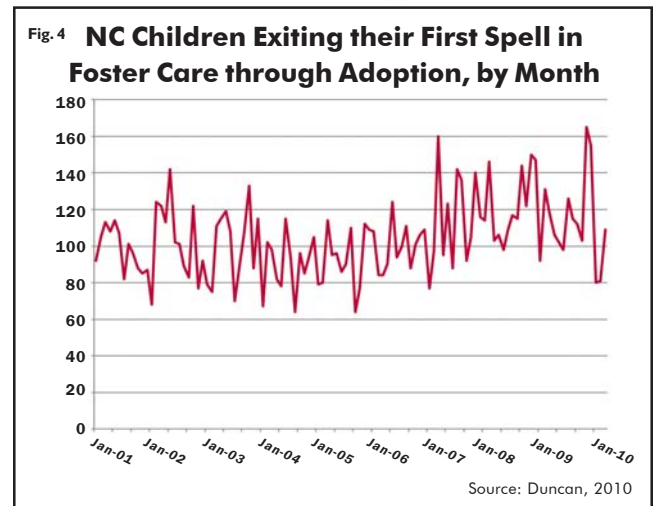
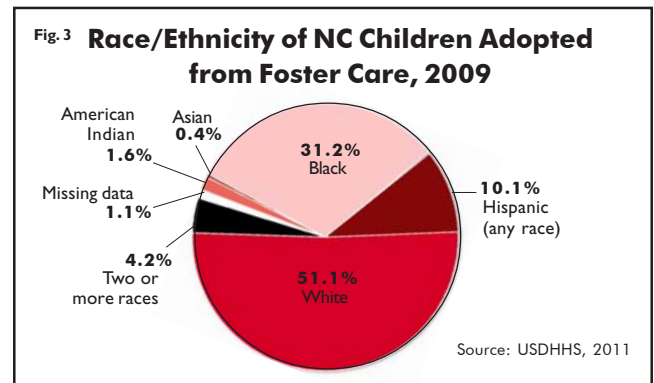
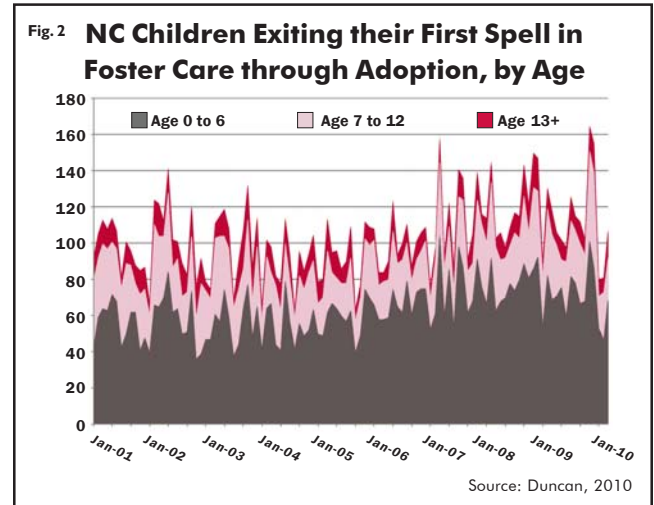
Most children in foster care in NC are adopted by their foster parents. Of the children adopted in Federal Fiscal Year 2005-06, 54% were adopted by foster parents. The rest were adopted by relatives (23.3%), non-relatives (22.6%), and step-parents (0.1%) (USDHHS, 2008).

### How many children are adopted each month?

As Figure 4 shows, approximately 100 NC children are adopted from foster care each month, although the actual number fluctuates considerably. For example, in January 2007 there were 77 adoptions, while in November 2009 165 children were adopted.

The data suggest that the rate of adoptions in North Carolina is seasonal. Adoption numbers tend to be low in January and February and higher in May and June. There also appears to be an increase in October and November

each year (Duncan, 2010). This pattern may reflect a push in May and June to finalize as many adoptions as possible before the state fiscal year ends on June 30, as well as an effort to finalize adoptions in October and November before the federal reporting (AFCARS) ends each year on November 15. Also, to avoid school changes, some social workers may wait until summer to place children—these adoptions would be finalized in the fall. ♦



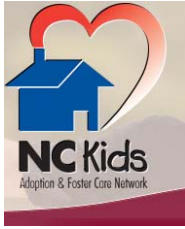
# OVERCOMING ADOPTION AMBIVALENCE

Especially when working with older children and teens, there are misconceptions and fears that can hold people back from making a permanent commitment. As state and federal policies have urged agencies to more quickly achieve permanence for children, many child welfare workers have learned to move past common barriers brought up by youth and potential adoptive families in early conversations. As one adoption program manager stated, “When a child says ‘I don’t want to be adopted,’ it’s the beginning of casework,” not a change in the permanency plan (Boo, 2010).

The table below reflects some of what we learned from reviewing the literature and speaking with NC social workers about overcoming ambivalence on the path to permanency. For more details on preparing and involving youth in recruitment efforts, check out Chapter 10 of *Treat Them Like Gold*: <http://www.ncdhhs.gov/dss/publications/docs/Ch10.pdf>.

Underlying concern	What they might say	Strategies to Overcome
<b>Youth-Related</b>		
<b>Losing/betraying birth family connections</b>	"I don't want to lose contact with my family." "I don't want to betray my birth family." "Mom said she would come back." (Mallon, 2007)	<ul style="list-style-type: none"> <li>• Revisit the idea later, as relationship and trust develop</li> <li>• Reassure and give examples of ways to maintain birth family connections after adoption</li> <li>• Facilitate connections with adopted peers</li> <li>• Consider open adoption</li> </ul>
<b>Worries about siblings</b>	"I can't get adopted until/unless my siblings do."	<ul style="list-style-type: none"> <li>• Recruit for the sibling group (see <a href="http://tinyurl.com/3nk3cnt">http://tinyurl.com/3nk3cnt</a>)</li> <li>• Reassure and give examples of ways to maintain sibling connections after adoption</li> <li>• Actions speak louder than words: ensure ongoing sibling contact in all placements to greatest possible extent</li> </ul>
<b>Fear of additional loss/abandonment</b>	"No one will want me." "I'll just mess up again." "I don't want to risk losing anyone else." (Mallon, 2007)	<ul style="list-style-type: none"> <li>• Provide youth with therapy and/or an adoption-preparation specialist to explore fears</li> <li>• Facilitate connections with adopted peers</li> <li>• Empower youth to take an active role in recruitment plans and goals: "What would you look for in a family? What strengths and special traits would you bring to a family?"</li> </ul>
<b>Need for independence</b>	"I want to make my own decisions." (Mallon, 2007) "I'm almost 18, I don't need a new family."	<ul style="list-style-type: none"> <li>• Provide a realistic picture of the day-to-day challenges of adult life and the ways that family can help. It's important to be both supportive and honest with youth about the experiences of those who age out without a strong support network</li> <li>• Use child-specific recruitment: teens know who they care about and who cares about them; focus efforts on those existing connections</li> <li>• Use child-directed recruitment: teens can be actively involved in their own recruitment plans and materials</li> </ul>
<b>Adoptive-Family Related</b>		
<b>Concern about adopting older child</b>	"I don't think I could handle a teenager."	<ul style="list-style-type: none"> <li>• Provide lots of opportunities for teens to connect with prospective families:               <ul style="list-style-type: none"> <li>– Serving as training consultants</li> <li>– Working in the agency office</li> <li>– Attending events</li> <li>– Serving on panels (NRCA, n.d.)</li> </ul> </li> <li>• Ask current foster parents of teens to help with training and informal mentoring around managing teen behaviors and the benefits of fostering teens</li> <li>• Partner with private agencies that specialize in hard-to-place adoptions</li> </ul>
<b>Financial concerns</b>	"I can't afford to adopt."	<ul style="list-style-type: none"> <li>• Review in detail the financial supports available for adoption</li> </ul>
<b>Kinship caregiver concerns about TPR</b>	"I couldn't do that to my daughter/sister/cousin."	<ul style="list-style-type: none"> <li>• Revisit the idea later, as relationship and trust develop</li> <li>• Reassure and give examples of ways to maintain birth parent connection/role</li> <li>• Facilitate connections with other kin caregivers</li> <li>• Consider open adoption</li> </ul>
<b>Reacting to youth's ambivalence</b>	"She doesn't want to be adopted anyway." "His behavior is getting worse - maybe this is a mistake!"	<ul style="list-style-type: none"> <li>• Encourage adults to take the lead in committing to permanency: "She needs to see you as the adult, taking the lead in being her permanent family"</li> <li>• Review your agency's post-adoption supports and consider private agency partnerships to help with pre- and post-adoption transitions</li> <li>• Normalize the stages of adjustment to adoption, including common but temporary increases in behavior problems</li> </ul>

Thanks to Wake County Human Services' Jean Hagen-Johnson and Teryl Bowen, and to Children's Home Society's Rebecca Jentzer for their contributions to this article.



## NC KIDS ADOPTION AND FOSTER CARE NETWORK

Social workers with public and private child-placing agencies in North Carolina should know about NC Kids Adoption and Foster Care Network ([www.adoptnckids.org](http://www.adoptnckids.org)). This resource,

a part of the NC Division of Social Services, is accessible, effective, and free. In short, it can enhance outcomes for children and families and make their jobs easier.

Although NC Kids focuses on one goal—finding families for children in North Carolina—it is not a child-placing agency. It accomplishes its mission by supporting our state’s foster care and adoption social workers through the following services:

### REGISTRIES

**Registry of waiting children.** Through its website NC Kids maintains a database of North Carolina children awaiting adoption, which makes it easy for prospective adoptive parents to learn about available children.

**Registry of potential families.** Families who have completed a pre-adoptive assessment can participate in this registry, which child-placing agencies use to find families for children awaiting adoption. Families can contact NC Kids directly and ask to be added to this list, or they can be referred by the assessing agency.

### PRELIMINARY MATCHING

At the request of child-placing agencies, NC Kids uses these registries to conduct preliminary screenings of adop-

tion matches. For example, they might compare a child’s characteristics against the traits of registered families and come up with 15 possible matches. They then pass information on these possible matches to the child’s social worker and to each family’s social worker.

Matching and referrals made possible through NC Kids registries really open up boundaries, helping agencies learn about and consider families—even those who live in another part of the state—so they can make good matches for children.

### HOTLINE

NC Kids operates a hotline (877-NCKIDS-1) from 9 A.M. to 5 P.M. Monday through Friday.

**Social workers** can call this number to have a child placed on the adoption registry or to obtain community outreach or technical assistance—for example, to get help responding to a large volume of calls about waiting children.

**Families** who call the hotline speak to NC Kids staff members who can answer their questions about foster care and adoption and connect them with child-placing agencies. NC Kids also follows up with each caller to ensure no family is lost while navigating the system.

### CONCLUSION

If foster care and adoption workers in North Carolina are not using NC Kids, they should give them a call. NC Kids is an able partner, eager to help you find families for children! ♦

LET NC KIDS HELP YOU!	NC KIDS STATISTICS, MAY 2011
<ul style="list-style-type: none"> <li>• <b>NC Kids is a partner, not a competitor.</b> NC Kids is a state-sponsored organization that recruits foster and adoptive parents and supports child-placing agencies.</li> </ul>	Families with a completed pre-placement assessment registered with NC Kids ..... 298
<ul style="list-style-type: none"> <li>• <b>Encourage prospective adoptive parents to register with NC Kids.</b> By registering, these families may have a better chance of adopting.</li> </ul>	NC children <u>legally free</u> for adoption ..... 769
<ul style="list-style-type: none"> <li>• <b>Plan an adoption promotion event.</b> NC Kids’ provides consultation to help you plan and hold successful adoption promotion events.</li> </ul>	NC children for whom NC Kids website is <u>actively recruiting</u> for adoptive placement ..... 228
<ul style="list-style-type: none"> <li>• <b>Call the hotline.</b> NC Kids’ knowledgeable, responsive staff are standing by to help you. <i>Hablamos español.</i></li> </ul>	NC children registered with NC Kids but <u>on hold</u> (awaiting approval of the selected prospective adoptive family) ..... 107
<ul style="list-style-type: none"> <li>• <b>Tell them what you want!</b> NC Kids strives to provide individualized support to every social worker when it comes to recruitment, matching, and referrals.</li> </ul>	NC children classified as <u>legal risk</u> (have not met TPR on all parents, or TPR has been appealed) ..... 17
<ul style="list-style-type: none"> <li>• <b>Reach out to the media.</b> Do you have a good relationship with newspapers and TV stations in your area? Let NC Kids know and they will contact them to request periodic features on waiting children across the state.</li> </ul>	NC children classified as <u>exempt</u> (placement has been approved and awaiting final decree of adoption) ..... 417 – Percent of these exempt children who have been in their current placement for over 12 months ..... 50%



## POST-ADOPTION SUPPORT EFFORTS IN NORTH CAROLINA

To succeed with children adopted from foster care, the majority of whom have special needs, families need ongoing support in various forms (Kramer & Houston, 1999). Indeed, there seems to be a strong relationship between post-adopt supportive services and the health, well-being, and stability of adoptive families (Freundlich & Wright, 2003).

The importance of post-adoption services is reflected in North Carolina policy, which says clearly that after the adoption, agencies continue to have “a moral obligation and a social responsibility for the welfare” of the children they helped become adopted (NCDSS, 2011). To help local agencies fulfill this obligation, the NC Division of Social Services provides the following resources.

### SERVICES TO SUPPORT EVERY COUNTY DSS

The Division awards three-year grants to private agencies to provide post-adoption support (PAS). Every county has a specific grantee responsible for providing PAS services. The grant program’s overall goal is to reduce the number of adoption dissolutions; any family that has adopted a child from foster care is eligible to receive PAS.

The staff of PAS provider agencies must undergo criminal background checks and meet experience and education requirements; in particular they must be trained in evidence-based, trauma focused, cognitive behavioral therapy (TF-CBT) and the impact of trauma on children in the foster care system and adoptive children. Staff from PAS agencies must be able to transfer this knowledge to their work with adoptive families and, when appropriate, refer families to TF-CBT.

On a regular basis, PAS provider agencies must make county DSS agencies aware of the services they provide. They must also make mental health, physical health, and school professionals in their region aware of the special needs of adoptive children.

Under this program, a county DSS can refer a family to its designated PAS provider at any time after the final decree and the agency will provide up to a year of services to the family. Services can include crisis management, behavioral strategies, family preservation services, information and community referral, and specialized training. For contact information for the PAS provider serving your area, contact the Division of Social Services’ Rita Bland (919/334-1167; Rita.Bland@dhhs.nc.gov).

### FINANCIAL RESOURCES

North Carolina also furthers post-adoption support efforts by providing the following financial resources:

Adoption Cash Assistance Payments. For each child with

special needs they adopt, North Carolina families receive monthly adoption assistance payments. The current monthly rates are \$475 for children age birth–5, \$581 for children age 6–12, and \$634 for children age 13–18.

#### Adoption Assistance Vendor Payments.

North Carolina also provides \$2,400 in vendor payments to help adoptive families meet medical and therapeutic needs not covered by Medicaid, and to support the educational and respite needs of children who qualify for such services.

NC’s Adoption Promotion Program. Created by the legislature in 1997, this program makes payments to public and private adoption agencies for every child they place over and above an agency-specific baseline. Payments are as follows: \$7,200 to agencies for children aged 0-12, \$12,000 for ALL children aged 13-18 (regardless of whether an agency has met its baseline), and \$12,000 per child for sibling groups of three or more who are placed together at the same time in an adoptive family.

Agencies may use this money to fund services related to adoption and post-adoption support. The “catch” with this program is that the money is available on a first-come, first-served basis. Thus, agencies that place more children for adoption earlier in the year may receive more money than others. The fund is often depleted by April or May each year. For more program details for the current state fiscal year, go to <<http://www.ncdhhs.gov/dss/dcdl/famsupchildwelfare/CWS-24-2010.pdf>>. ♦



Research suggests adoptive families’ needs for services may actually increase over time.

### POTENTIAL BENEFITS OF PAS

- **Preventing Dissolution and Out-of-Home Placement.** Services after the final decree of adoption promote the well-being of families and minimize the possibility that adoptions will fail.
- **Promoting Family Well-being.** There is evidence of a strong relationship between providing post-adoption support and the health, well-being, and stability of families, especially when counseling and other mental health services are provided.
- **Recruiting Adoptive Parents.** Knowing support will be available after the adoption plays a critical role in many prospective adoptive parents’ decisions to go forward with the adoption.

Source: Casey Family Services, 2002

## HOW DO YOU CONTRIBUTE TO YOUR AGENCY'S ADOPTION EFFORTS?

Everyone in child welfare, regardless of their area of concentration or expertise, influences permanency outcomes. As you read this article, consider how many of the statements apply to you and how you can strengthen what you do to benefit children who proceed to adoption.

### ***"I embrace concurrent planning."***

Concurrent planning means "working towards reunification while at the same time establishing an alternative permanency plan in an effort to more quickly move children from the uncertainty of foster care to the security of a permanent family" (Mallon & Serafin, 2003). From intake on, every person in the agency must think about permanency alternatives and consider how his or her work supports permanency. "Caseworkers and their supervisors must accept the philosophy of concurrent planning and believe that it is possible to work in good faith with parents while at the same time planning for an alternative permanency goal" (USDHHS, 2005).

Concurrent planning is not easy. It requires us to envision two different outcomes. On the one hand, we maintain a strengths-based approach with parents, identifying and building on their strengths and support system to try to help them successfully care for their children. On the other, we must ask parents to consider that they might not be reunified, and to help us identify other potential caregivers for their children.

One of the keys to concurrent planning is sharing information up front with parents. See the box below for questions to help you assess whether you are providing parents with the information they need. We show we value parents when we anticipate and provide the information that helps engage them in the planning process.

Concurrent planning is also about gathering information from other sources and always keeping an alternative permanency plan on our radar. See the box on the next page for a snapshot of how different people in child welfare can contribute to concurrent planning.

### ***"I involve families in meaningful ways."***

Your agency's approach should send a consistent message to young people that adoption doesn't mean giving up your birth family. Involving family members from the beginning through child and family teams, active involvement in developing case plans, outreach to absent parents, finding and notifying kin, creative visitation plans, and shared parenting are all ways to maintain and strengthen family connections for children in foster care.

If parents are reluctant to include others in planning, explain why this is important. If they are resistant, continue to diplomatically revisit the subject.

Broadening the pool of potential placements early on for a child doesn't guarantee adoption down the road, but it gives those who are close to the child and family an opportunity to consider what commitment they are willing to make.

Encourage parents, kin, foster parents, and youth to contribute photos, messages, and other mementos to the child's lifebook. Seeing a photo in their lifebook may help young people think of individuals who should be included in the pool of possible adoptive families.



**Even if your job description doesn't mention "adoption," you are part of helping children find forever families.**

cont. p. 7

### **QUESTIONS TO ASSESS YOUR USE OF CONCURRENT PLANNING**

*Adapted from Mallon & Serafin, 2003*

Have you talked with the birth parents/family about . . .

- Their rights?
- Your role as a representative of the agency?
- The role of the foster parents?
- Their understanding of why placement occurred?
- Permanency planning time frames?
- The range of permanency planning options?
- Concerns about past involvement or present barriers to permanency planning?
- A mutually satisfactory visitation plan?
- The purpose, types, and behavioral expectations of visitation?

- The service plan and assessment process?
- The consequences of following through/not following through with the plan?
- Additional planning resources (i.e., relatives, friends, service supports)?
- Your feedback regarding progress being made/not being made?
- Any ambivalence they may have about the case planning process or goals?

Also, have you asked the foster family about their willingness to adopt, if reunification cannot occur?



Agencies can also demonstrate the importance of birth families by involving them on committees, seeking their input on policies and procedures, and engaging them for training and other staff development and community education efforts.

***“I make sure records are complete and I document children’s significant supports.”***

Good recordkeeping provides adoption workers with key information for finding and notifying potential adoptive parents. As much as possible, document names, phone numbers, and addresses of kin and other important people in the child’s life, such as coaches or mentors.

Recordkeeping is also key in legally clearing children for adoption. Intake workers, CPS workers, and others play an important role in finding out who is legally responsible for the child. They also help set the tone: the relationship a birth parent has with agency staff and foster parents often has a big influence on how smoothly the process of relinquishment or termination of parental rights proceeds.

Extended family and tribal connections are also critical to document. Federal law requires agencies to ask whether a child is a member of, or eligible to be a member of, an American Indian tribe. Many tribes have strong formal and informal support systems that can facilitate timely permanence through reunification or kin placements. If someone in a tribe can legally step forward as family for the child, we need to know as early as possible. It can be heart-breaking and complicated for everyone when tribal connections are discovered just before adoption finalization.

***“I use social networking to support relative notification and adoptive parent recruitment.”***

When AdoptUsKids surveyed child welfare professionals in 2010, 35% of respondents said they use social media for professional purposes, while 59% said they would use social media for adoptive recruitment purposes if they had access to it at work.

Social media can be an effective way to share adoption stories and highlight your agency’s need for adoptive families, as well as providing “a place to listen, build community, and exchange tips, ideas, and encouragement.” (AdoptUsKids, 2011). A group of public DSS agencies in the eastern part of the state has created a joint Facebook page for their foster and adoptive parent support program. The page is used to post information about upcoming events and trainings, and is a forum where current and potential resource families can network.

## Supporting Concurrent Planning at Every Phase of Child Welfare

### Intake

- Go beyond reporters’ immediate concerns to ask about kin and other informal and formal family supports

### CPS & In-home

- Have respectful, honest conversations about different possible family outcomes; be clear about specific risk factors that need to be addressed
- Listen for and document family connections; when possible, involve them as collateral contacts
- Ask youth to identify important people in their lives through conversation and tools such as an eco-map or Connectedness Map (Louisell, 2008)

### Placement

- All of the above
- Maintain the important connections in a child’s life through visitation and other types of contact

### Licensing

- Emphasize a foster/adopt message in recruitment, training, and support efforts
- Use the term “resource families” to emphasize the inclusion of foster, kin, and adoptive families in permanency efforts
- Educate foster parents about the importance of permanence for children and the financial and support resources available to adoptive families (*for more on this, see p. 5*)

### Supervisors & Administrators

- Educate court personnel and other partners on permanency outcomes and concurrent planning, and work closely with them to achieve timely permanence

AdoptUsKids found that one common barrier to using social media for adoption efforts is staff’s lack of comfort or skill in using it. If you have the skills to show others how to use these tools, or are helping your agency communicate through social media, then you are a resource for your agency’s adoption efforts. For ideas and suggestions on this topic visit <<http://tinyurl.com/42e43ob>>.

Of course, social networking also comes with challenges, so be sure to explore the cons as well as the pros before you make social networking part of child welfare practice. These are explored by many of the articles in the 2011 issue of the publication CW360<sup>0</sup>, which can be found at <<http://cehd.umn.edu/ssw/cascw>>.

## CONCLUSION

Did you mentally put a check mark next to at least one of the statements in this article? Adoption staff alone cannot create the agency-wide culture of urgency that’s necessary to make real improvements in getting children and youth adopted. Even if your job description doesn’t mention “adoption,” you can be part of helping children across North Carolina find permanent families. ♦

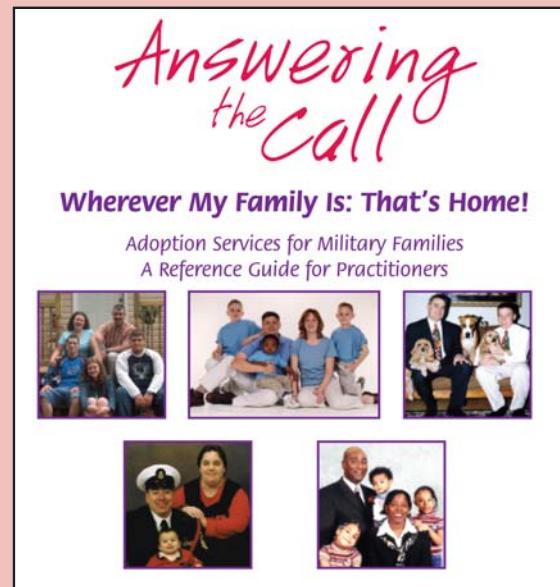
## Military Families and Adoption

Excerpted from *AdoptUsKids*, 2006

Interested military family members are good candidates as foster and adoptive parents. As a group, they bring diversity in race, culture, ethnicity, and personality. They have had to be flexible and open to change and are very committed, mission-oriented people.

Military families and their communities have many strengths including resilience, diversity, inclusiveness, social networks, and educational and health benefits which support them wherever they live. Because they move frequently, military families become expert at moving and they know how to make transitions go smoothly. Most children can adapt when their family is with them and they have other support systems. Military families know what it is like to be a newcomer; many have formed strong communities and are welcoming of new members while embracing diversity.

To learn more about recruiting and supporting military families interested in adoption, consult: AdoptUsKids.



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