



**Office of Adoption and Child Protection
Executive Office of the Governor**

*Florida
Child Abuse Prevention
and Permanency Plan:
July 2010 – June 2015*

Together we can ensure that Florida's children are raised in healthy, safe, stable and nurturing family environments.



Child Abuse Prevention and Permanency Plan: July 2010 – June 2015

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Together we can ensure that Florida's children are raised in healthy, safe, stable and nurturing family environments.



Introduction

Section 1 of the Florida Child Abuse Prevention and Permanency Plan: July 2010 - June 2015

Updated 20 August 2010.

Together we can ensure that Florida's children are raised in healthy, safe, stable and nurturing family environments.



***Florida Child Abuse Prevention and Permanency Plan:
July 2010 – June 2015***

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Section 1 – Introduction

Florida Child Abuse Prevention and Permanency Plan: July 2010 – June 2015

The central focus of *Florida Child Abuse Prevention and Permanency Plan: July 2010 – June 2015* is to build resilience in all of Florida’s families and communities in order to equip them to better care for and nurture their children. In accordance with the State law (§39.001, Florida Statutes), this five-year prevention and permanency plan provides for the prevention of child abuse, abandonment and neglect; promotion of adoption; and for the support of adoptive families. The vision, mission, overarching goal and desired results of the plan are:

Vision

Florida’s highest priority is that children are raised in healthy, safe, stable, and nurturing families.

Mission

To serve as a blueprint that will be implemented to provide for the care, safety, and protection of **all** of Florida’s children in an environment that fosters healthy social, emotional, intellectual, and physical development.

Overarching Goal

All families and communities ensure that children are safe and nurtured and live in stable environments that promote well-being.

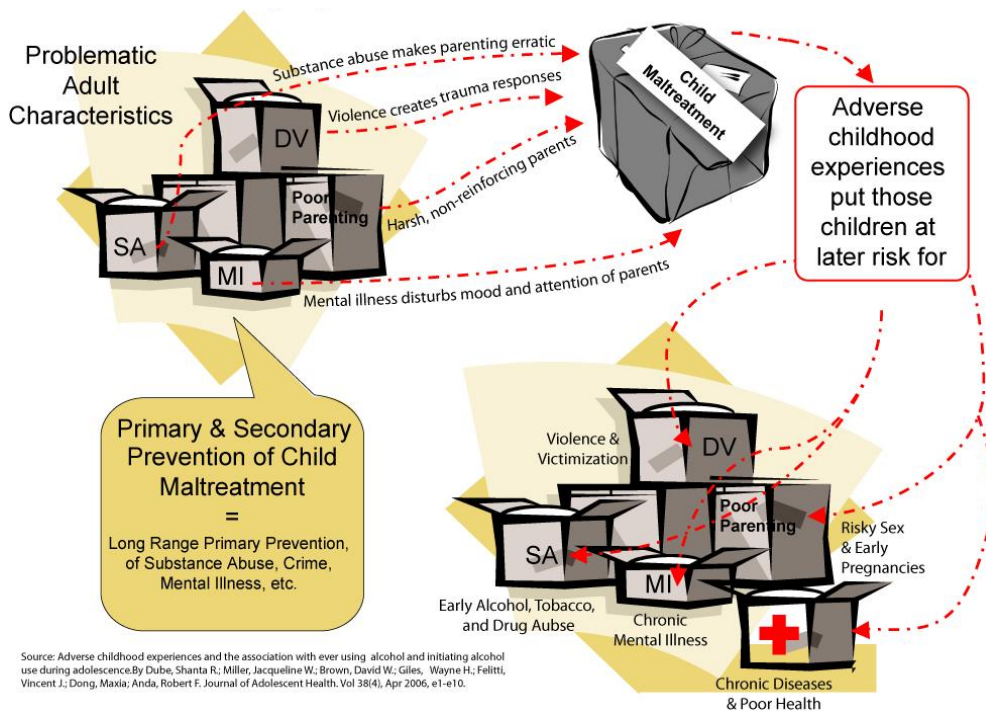
Desired Population-Level Results of Plan Implementation

- 1. Child Maltreatment Prevention** – By 30 June 2015, the verified findings of child abuse rate will be reduced from the State Fiscal Year 2008-2009 statewide rate of 10.94 per 1,000 children.
- 2. Promotion of Adoption** – By 30 June 2015, the percent of children adopted within 12 months of becoming legally free for adoption will increase from the State Fiscal Year 2008-2009 rate of 66.4 percent.
- 3. Promotion of Adoption** – By 30 June 2015, the percent of children legally free for adoption who have been waiting for adoption since the date of termination of parental rights (TPR) for more than 12 months will be reduced from the State Fiscal Year 2008-2009 rate of 92.9 percent.
- 4. Support of Adoptive Families** – By 30 June 2015, the annual number of adopted children who are returned to foster care (regardless of when the adoption was finalized) will be reduced from the State Fiscal Year 2008-2009 number of 98.

Recent research has identified the physical and mental conditions increasingly being associated with adverse childhood experiences, such as physical abuse, sexual abuse, and neglect. Neurologic imaging and traumatology studies have delineated the chronic physiologic and structural changes that occur after chronic stress and abuse (De Bellis, 2005; Eluvathingal et al., 2006). Chronic stress and abuse are also associated with specific disease processes and poor mental health outcomes in adults. These adverse childhood experiences (ACEs) have been associated with increased rates of teen pregnancy, promiscuity, depression, hallucinations, substance abuse, liver disease, chronic obstructive pulmonary disease, coronary artery disease, and identifiable permanent changes in brain structure and stress hormone function (Anda et al., 2002; Dube et al., 2003; Felitti et al., 1998; Middlebrooks et al., 2008). The National Research Council (1993) and others studied clinical conditions associated with abuse and neglect, including depression, posttraumatic stress disorder, and conduct disorders, all of which compound any direct physical injuries inflicted on individual children. Associated trauma and increased risk of low academic achievement, drug use, teen pregnancy, juvenile delinquency, and adult criminology were also noted. Although treatment after the fact can improve mental and physical health and prolong life and productivity, the direct and indirect costs of child maltreatment for both children and adults in lost health, pain, and suffering themselves warrant our taking action to prevent child abuse and neglect.

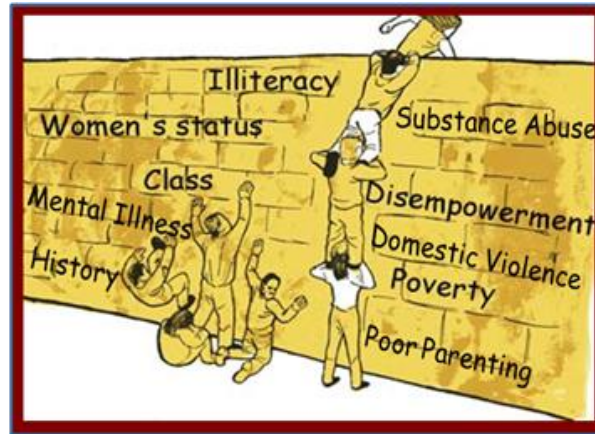
We as a nation, state, and communities are confronted with the problems of child abuse, abandonment and neglect. The Centers for Disease Control have declared child maltreatment to be the largest public health threat that we face today. Early adverse experiences put children at risk. Problematic adult characteristics may result in child maltreatment and these adverse experiences put those children at risk for poor child well-being which in turn predisposes them to engage in the very problematic adult characteristics that will put their own children at risk. The underlying causes are complex. They include such things as poor health, social isolation, poor academic performance, mental health issues, history of abuse or neglect, substance abuse, domestic violence, poverty, homelessness, poor parenting, and on and on. The federal government, state government, local governments and communities invest millions in response to these problems which, being complex and slow to eradicate will be with our communities, families and children for some time to come.

Diagram 1. Early Experiences Put Children at Risk



The means for building family resilience was developed through research and application efforts of the Center for the Study of Social Policy. The Center developed a research effort based upon the *Positive Deviance Premise* that in every community there are certain individuals whose uncommon practices and behaviors enable them to find better solutions to problems than their neighbors who have access to the same resources. As discussed in the peer reviewed *British Medical Journal* (Marsh et al., 2004), although most problems like these have complex, interlinked underlying causes, the presence of Positive Deviants demonstrates that it is possible to find successful solutions today before all the underlying causes are addressed.

Diagram 2. Positive Deviance



Research conducted by the Center for the Study of Social Policy found that there *Five Protective Factors* that make a difference for families. When families experience the stressors that are highly correlated with child maltreatment, some families maltreat their children and others do not. The Center found that in the homes that do not maltreat their children, although they are experiencing the same stressors, the difference in these homes is the presence of *Five Protective Factors*. These *Five Protective Factors* reduce the incidence of child abuse and neglect by providing parents with what they need in order to parent effectively, even under stress. By building relationships with families, programs can recognize signs of stress and build families' protective factors with timely, effective help.

Strengthening Families – the intentional incorporation of the *Five Protective Factors* to prevent child maltreatment – has widespread support from social science researchers, state child welfare officials, early childhood practitioners, and policy experts. Currently, the Strengthening Families approach is being applied in 36 states. This strategy for dealing with child abuse and neglect shows great promise because:

- The *Five Protective Factors* have been demonstrated to work and are informed by extensive, rigorous research.
- Activities that build the *Five Protective Factors* can be built into programs and systems that already exist in every state, such as early childhood education and child welfare, at little cost.

The Five Protective Factors

The *Five Protective Factors* are:

- 1. Nurturing and Attachment** – A child’s ability to interact positively with others, to self-regulate, and to effectively communicate his or her emotions has a great impact on the parent-child relationship. A child’s social and emotional development is highly dependent on the quality of a young child’s primary relationships. How caregivers respond to children’s emotional expression profoundly influences how they learn to process, understand, and cope with such feelings as anger, happiness, and sadness. Promoting positive behavior and responses in children could strengthen parent-child relationships.
- 2. Knowledge of Parenting and of Child and Youth Development** – Extensive research links healthy child development to effective parenting. Children thrive when parents provide not only affection, but also respectful communication and listening, consistent rules and expectations, and safe opportunities that promote independence. Successful parenting fosters psychological adjustment, helps children succeed in school, encourages curiosity about the world, and motivates children to achieve.
- 3. Parental Resilience** – Parents who can cope with the stresses of everyday life, as well an occasional crisis, have resilience; they have the flexibility and inner strength necessary to bounce back when things are not going well. Multiple life stressors, such as a family history of abuse or neglect, health problems, marital conflict, or domestic or community violence—and financial stressors such as unemployment, poverty, and homelessness—may reduce a parent’s capacity to cope effectively with the typical day-to-day stresses of raising children.
- 4. Social Connections** – Parents with a social network of emotionally supportive friends, family, and neighbors often find that it is easier to care for their children and themselves. Most parents need people they can call on once in a while when they need a sympathetic listener, advice, or concrete support. Research has shown that parents, who are isolated, with few social connections, are at higher risk for child abuse and neglect.
- 5. Concrete Supports for Parents** – Partnering with parents to identify and access resources in the community may help prevent the stress that sometimes precipitates child maltreatment. Providing concrete supports may also help prevent the unintended neglect that sometimes occurs when parents are unable to provide for their children.

Note: While this plan addresses ways to build the *Five Protective Factors* in Florida families through multiple avenues, it will be incumbent on the State’s natural and specialized service systems to ensure that accessible quality concrete supports are available for Florida families in times of need.

Arrangement of the Plan

Three plans are incorporated within this *Florida Child Abuse Prevention and Permanency Plan: July 2010 – June 2015*. These are:

Prevention

1. *Florida Prevention of Child Abuse, Abandonment and Neglect Plan: July 2010 – June 2015*. See Section 3 for the prevention plan in its entirety. The prevention plan also includes the:
 - a. *Florida Cooperative Education Child Abuse Prevention Plan: July 2010 – June 2015*.
 - b. *Florida Cooperative Law Enforcement Child Abuse Prevention Plan: July 2010 – June 2015*.

Permanency

2. *Florida Promotion of Adoption Plan: July 2010 – June 2015*. See Section 4 for the promotion of adoption plan in its entirety.
3. *Florida Support of Adoptive Families Plan: July 2010 – June 2015*. See Section 5 for the support of adoptive families plan in its entirety.

This configuration was adopted in order to comply with the requirements of §39.001(8)(a), §39.001(8)(b)2, §39.001(8)(b)3, and §39.001(8)(b)5, Florida Statutes. See Appendix A for the full language in §39.001, Florida Statutes.

§39.001 (8)(a), Florida Statutes. *Plan for Comprehensive Approach – The Office of Adoption and Child Protection shall develop a state plan for the promotion of adoption, support of adoptive families, and prevention of abuse, abandonment, and neglect of children and shall submit the state plan to the Speaker of the House of Representatives, the President of the Senate, and the Governor . . .*

§39.001 (8)(b)2, Florida Statutes. *The Office of Adoption and Child Protection, the Department of Children and Families, the Department of Education, and the Department of Health shall work together in developing ways to inform and instruct parents of school children and appropriate district school personnel in all school districts in the detection of child abuse, abandonment, and neglect and in the proper action that should be taken in a suspected case of child abuse, abandonment, or neglect, and in caring for a child's needs after a report is made.*

§39.001 (8)(b)3, Florida Statutes. *The Office of Adoption and Child Protection, the Department (of Children and Families), the Department of Law Enforcement, and the Department of Health shall work together in developing ways to inform and instruct appropriate local law enforcement personnel in the detection of child abuse, abandonment, and neglect and in the proper action that should be taken in a suspected case of child abuse, abandonment, or neglect.*

§39.001 (8)(b)5, Florida Statutes. *The Office of Adoption and Child Protection, the Department of Children and Families, the Department of Education, and the Department of Health shall work together on the enhancement or adaptation of curriculum materials to assist instructional personnel in providing instruction through a multidisciplinary approach on the identification, intervention, and prevention of child abuse, abandonment, and neglect. The curriculum materials shall be geared toward a sequential program of instruction at the four progressional levels, K-3, 4-6, 7-9, and 10-12. Strategies for encouraging all school districts to utilize the curriculum are to be included in the state plan for the prevention of child abuse, abandonment, and neglect.*

Florida Prevention of Child Abuse, Abandonment and Neglect Plan: July 2010 – June 2015

Note: Below is a brief overview of this plan. For the prevention plan in its entirety, please see Section 3.

§39.001 (8)(a), Florida Statutes. *Plan for Comprehensive Approach* – *The Office of Adoption and Child Protection shall develop a state plan for the promotion of adoption, support of adoptive families, and prevention of abuse, abandonment, and neglect of children and shall submit the state plan to the Speaker of the House of Representatives, the President of the Senate, and the Governor . . .*

For the purpose of this plan, **child maltreatment** comprises the areas of abuse, abandonment and neglect. Definitions from §39.01 Florida Statutes are:

- **Abuse** is any willful act that results in any physical, mental, or sexual injury or harm that causes or is likely to cause the child’s physical, mental, or emotional health to be significantly impaired. Abuse of a child includes acts or omissions. Corporal discipline of a child by a parent or legal custodian for disciplinary purposes does not in itself constitute abuse when it does not result in harm to the child. §39.01(2) Florida Statutes.

- **Abandonment** is a situation in which the parent or legal custodian of a child or, in the absence of a parent or legal custodian, the caregiver responsible for the child’s welfare, while being able, makes no provision for the child’s support and makes no effort to communicate with the child, which situation is sufficient to evince a willful rejection of parental obligation. If the efforts of such parent or legal custodian, or caregiver primarily responsible for the child’s welfare, to support and communicate with the child are, in the opinion of the court, only marginal efforts that do not evince a settled purpose to assume all parental duties, the court may declare the child to be abandoned. The term “abandoned” does not include:
 - an abandoned newborn infant as described in §383.50 Florida Statutes,
 - a “child in need of services” as defined in chapter 984 Florida Statutes, or
 - a “family in need of services” as defined in chapter 984 Florida Statutes.

The incarceration of a parent, legal custodian, or caregiver responsible for a child’s welfare may support a finding of abandonment. §39.01(1) Florida Statutes.

- **Neglect** occurs when a child is deprived of, or is allowed to be deprived of necessary food, clothing, shelter, or medical treatment or a child is permitted to live in an environment when such deprivation or an environment that causes the child’s physical, mental, or emotional health to be significantly impaired or to be in danger of being significantly impaired. The foregoing circumstances shall not be considered neglect if caused primarily by financial inability unless actual services for relief have been offered to and rejected by such person. A parent or legal custodian legitimately practicing religious beliefs in accordance with a recognized church or religious organization who thereby does not provide specific medical treatment for a child shall not, for that reason alone, be considered a negligent parent or legal custodian; however, such an exception does not preclude a court from ordering the following services to be provided, when the health of the child so requires:
 - Medical services from a licensed physician, dentist, optometrist, podiatric physician, or other qualified health care provider; or
 - Treatment by a duly accredited practitioner who relies solely on spiritual means for healing in accordance with the tenets and practices of a well-recognized church or religious organization.

The focus of the prevention plan of action is on primary and secondary prevention and universal and targeted strategies. These are defined as:

- **Primary prevention using universal strategies**
 - Primary prevention is geared to the general public to prevent child abuse, abandonment and neglect from occurring.
 - Universal strategies are activities accessible to anyone in the general population with the goal of preventing child abuse and neglect from ever occurring in the first place. Universal strategies are available to everyone, rather than targeting populations based on risk factors or specific characteristics. Examples include:
 - Broad-based public awareness campaigns on positive discipline.
 - Developmental screenings for children in primary health care settings.
 - Post-partum home visits for all parents of newborns.

- **Secondary prevention using targeted strategies**
 - Secondary prevention is geared to communities and/or families who are vulnerable and at risk of child abuse, abandonment and neglect.
 - Targeted strategies are those activities or services that are targeted to a group with specific risk factors with the goal of preventing child abuse and neglect from ever occurring in the first place within that target group. Risk factors correlated with child maltreatment include parent age, poverty, substance abuse, domestic violence, or maternal depression. Examples include:
 - Intensive home visitation programs for first time low-income mothers who meet a particular threshold on a screening instrument.
 - Parent training for adolescent mothers.
 - Respite care for parents of children with special needs.
 - Parent support groups for single parents.

Over the five years covered by this plan, the prevalence rates for these risk factors that are correlates of child maltreatment can be anticipated to increase. Already, Florida hotlines, helplines and assistance call centers have seen an exponential increase in requests for help. Now, more than ever, Florida should take a concerted look at strategies that will help families become resilient when faced with multiple stressors due to economic and other challenges that are predicted.

This plan seeks to build the capacity for Floridians to **prevent child maltreatment before it ever occurs**. To do this, Florida's five-year child maltreatment prevention strategies will focus on building resilience in Florida families. This will be accomplished through six areas of focus over the five year period – July 2010 through June 2015:

- Prevention Strategy 1.** Infuse the *Five Protective Factors* into Florida systems that serve parents and children.
- Prevention Strategy 2.** Strengthen Florida's family support systems to better serve the needs of Florida families.
- Prevention Strategy 3.** Provide information on ways to ensure that children are safe and nurtured and live in stable environments that promote well-being.
- Prevention Strategy 4.** Inform and instruct education communities.
- Prevention Strategy 5.** Inform and instruct law enforcement communities.
- Prevention Strategy 6.** Monitor and evaluate plan implementation.

Infuse the *Five Protective Factors* into Florida Systems that Serve Parents and Children.

Prevention Strategy 1: Infuse the *Five Protective Factors* into Florida Systems that Serve Parents and Children. By 30 June 2015, Florida-based programs, supports and services will have intentionally incorporated the *Five Protective Factors* as a foundation for their work.

- 1.1 Early Education and Care.** By 30 June 2015, the State of Florida will have incorporated the *Five Protective Factors* as a foundation for work within its early education and care systems. [Lead: Agency for Workforce Innovation]
- 1.2 Home Visiting Programs.** By 30 June 2015, the State of Florida will have incorporated the *Five Protective Factors* as a foundation for work within Florida’s home-visiting programs. [Lead: Healthy Families Florida]
- 1.3 Head Start Programs.** By 30 June 2015, the State of Florida will have incorporated the *Five Protective Factors* as a foundation for work within Florida’s Head Start programs. [Leads: Florida Head Start Collaboration Office and Florida Head Start Association]
- 1.4 Medicaid Child Health Check-Up Program.** By 30 June 2015, the State of Florida will have incorporated the *Five Protective Factors* within Florida’s Medicaid Child Health Check-Up Program as appropriate. [Lead: Florida Agency for Health Care Administration]
- 1.5 Technical Assistance to Circuits.** By 30 June 2015, the State of Florida will have provided assistance to circuits seeking to incorporate the *Five Protective Factors* within local prevention services and systems. [Lead: Department of Children and Families]
- 1.6 Faith-Based and Community-Based Efforts.** By 30 June 2015, the State of Florida will have provided information and resources to promote and build efforts by faith-based and community-based systems to provide family and community supports that would build the *Five Protective Factors*. [Lead: Executive Office of the Governor]

Strengthen Florida Family Support Systems to Better Serve the Needs of Florida Families.

Prevention Strategy 2: Strengthen Florida Systems to Better Serve the Needs of Florida Families. By 30 June 2015, the State of Florida will have supported and built the capacity of Florida-based parenting and support programs and services to incorporate the *Five Protective Factors* as a foundation for their work and provide sustainable, accessible quality services for Florida families.

- 2.1 Whole Child.** By 30 June 2015, the State of Florida will have provided the vision, tools, encouragement, and expertise to support new and existing Whole Child Communities. [Lead: Lawton Chiles Foundation]
- 2.2 Healthy Families Florida.** By 30 June 2015, the State of Florida will have increased funding for Healthy Families Florida at levels necessary to sustain the quality of services, restore and expand funding to ensure the availability of services in all counties, and enhance the program’s capacity to better serve families at high risk of child maltreatment due to domestic violence, substance abuse and mental health issues. [Leads: Department of Children and Families and Healthy Families Florida]
- 2.3 Healthy Start.** By 30 June 2015, the State of Florida will have funded Healthy Start at a level necessary to sustain the quality of services, expand the availability of services and increase the program’s capacity to better serve families at risk of experiencing poor child health outcomes. [Leads: Department of Health and Florida Association of Healthy Start Coalitions]
- 2.4 Education Services for Parents/Caregivers of Newborns.** By 30 June 2015, the State of Florida will have developed and implemented a plan for providing education services for all parents/caregivers of newborns that provides both support and information to promote the *Five Protective Factors* and healthy parent/caregiver-child interactions, and maximizes their children’s health and developmental potential. [Leads: Department of Health and Florida Association of Healthy Start Coalitions]

Provide Information on Ways to ensure that Children are Safe and Nurtured and Live in Stable Environments that Promote Well-being.

Prevention Strategy 3: Provide Information on Ways to Ensure that Children are Safe and Nurtured and Live in Stable Environments that Promote Well-being. By 30 June 2015, the State of Florida will have implemented statewide, public awareness and education campaigns that provided information to the general population on child development, positive parenting practices, community action that promotes and supports each of the *Five Protective Factors*, and ways to prevent child deaths.

- 3.1 Public Awareness and Education.** By 30 June 2015, the State of Florida will have implemented statewide, year-round public awareness campaigns with an emphasis in April by providing information to the general population on child development, positive parenting practices, child safety and community action that promotes and supports each of the *Five Protective Factors* for Florida's families.
[Lead: Prevent Child Abuse Florida]
- 3.2 Evidence-Based Parenting Programs.** By 30 June 2015, the State of Florida will have provided information and resources to promote and build evidence-based parenting programs that support the *Five Protective Factors* as enhancement within circuit planning team local prevention services and systems.
[Lead: Department of Children and Families]
- 3.3 Child Death Review.** By 30 June 2015, the State of Florida will have implemented selected prevention efforts based upon the findings of an All Child Death Review process that provides for the review of the deaths of all children from birth until the age of 18 who died in Florida.
[Leads: Child Abuse Death Review Team and the Department of Children and Families]

Inform and Instruct Education Communities (*Florida Cooperative Education Child Abuse Prevention Plan: July 2010 – June 2015*).

Prevention Strategy 4: Inform and Instruct the Education Communities. By 30 June 2015, the State of Florida will have collaboratively worked through Florida's educational communities to prevent and respond appropriately to child abuse, abandonment and neglect.

- 4.1 Professional Development Opportunities.** By 30 June 2015, the State of Florida will have provided professional development opportunities to school personnel for child abuse prevention and intervention.
[Leads: Department of Education and Cooperative Education Planning Team]
- 4.2 Parent Resources.** By 30 June 2015, the State of Florida will have provided materials and resources for parents of school children related to child abuse prevention and intervention.
[Leads: Department of Education and Cooperative Education Planning Team]
- 4.3 Resource Awareness.** By 30 June 2015, the State of Florida will have increased the awareness of the availability of child abuse prevention and intervention resources among school personnel, parents and students.
[Leads: Department of Education and Cooperative Education Planning Team]
- 4.4 Multidisciplinary Curricula.** By 30 June 2015, the State of Florida will have made available multidisciplinary curricula as viable options for use by Florida's educational communities.
[Leads: Cooperative Education Planning Team and Monique Burr Foundation]

Inform and Instruct Law Enforcement Communities (*Florida Cooperative Law Enforcement Child Abuse Prevention Plan: July 2010 – June 2015*).

Prevention Strategy 5: Inform and Instruct the Law Enforcement Communities. By 30 June 2015, the *Cross Agency Memorandum of Understanding on Training* with the embedded core learning objectives will be viable and working to promote cross agency prevention training in the law enforcement community.

- 5.1 Memorandum of Understanding Review Design.** By 30 June 2011, the State of Florida will have developed a process for the ongoing review of the implementation of the *Cross Agency Memorandum of Understanding on Training*.
[Leads: Executive Office of the Governor and the Cooperative Law Enforcement Planning Team]
- 5.2 Annual Reviews and Updates.** By 29 June 2012, and annually thereafter, the State of Florida will have revised the *Cross Agency Memorandum of Understanding on Training* and agency-specific training as appropriate based upon systematic reviews.
[Lead: Cooperative Law Enforcement Planning Team]
- 5.3 Future Plans.** By 30 June 2015, the State of Florida will have developed plans for continuation and expansion of the *Cross Agency Memorandum of Understanding on Training* to be included in the 2015-2020 state prevention and permanency plan.
[Lead: Cooperative Law Enforcement Planning Team]

Monitor and Evaluate Plan Implementation.

Prevention Strategy 6: Monitor and Evaluate Plan Implementation. By 30 June 2015, leadership of plan implementation will have monitored and annually assessed the progress and effectiveness the plan-based initiatives.

- 6.1 Instrumentation and Procedures Design.** By 30 March 2011, the State of Florida will have created procedures and instrumentation for use by the plan workgroups for monitoring and annually reviewing progress.
[Lead: Executive Office of the Governor]
- 6.2 Progress Monitoring.** By 30 June 2015, the State of Florida will have implemented an ongoing monitoring of plan implementation progress and used the findings to refine the action plans for future implementation.
[Lead: Executive Office of the Governor]
- 6.3 Annual Review and Assessment.** By 30 June 2015, the State of Florida will have implemented annual progress reviews and used the findings to refine the strategies and objectives for future implementation.
[Lead: Executive Office of the Governor]

A Snapshot of the Prevention Plan

The following table provides a snapshot of the prevention plan. Within this table is a listing of the strategies, objectives' areas, the leads for each of the objectives, the workgroups that will be convened over the five years and potential partners for the implementation of each of the objectives. As shown, the prevention plan provides for six strategies and 23 objectives with leadership from 15 state (public and private) entities and the creation of 15 statewide workgroups to ensure effective implementation.

**Table 1. Snapshot of the
Florida Prevention of Child Abuse, Abandonment and Neglect Plan: July 2010 – June 2015**

Strategy	Objective	Lead(s)	Workgroups	Potential Partners
Prevention Strategy 1: Infuse the Five Protective Factors into Florida Systems that Serve Parents and Children	Early Education and Care	Agency for Workforce Innovation		Early Childhood Associations in Florida, Early Learning Coalition Miami-Dade County, Early Learning Coalition Palm Beach County, Florida Children's Services Council, Head Start State Protective Factors Workgroup, Additional Early Learning Coalitions as Appropriate, Other Partners as Appropriate
	Home Visiting Programs	Healthy Families Florida	Home Visiting Protective Factors Workgroup	Children's Services Councils, Florida Home Visiting Coalition Steering Committee, Nurse Family Partnership, Other Partners as Appropriate
	Head Start Programs	FL Head Start Collaboration Office and Florida Head Start Association	Head Start Protective Factors Workgroup	Early Head Start Grantee Representatives, Federal Grantee Program Representatives, Migrant Head Start Grantee Representatives, Head Start Programs Leadership Team, Head Start Protective Factors Workgroup, Local Grantees, Local Grantees Implementing Plans, Parent Leaders, Preschool Head Start Grantee Representatives, Other Partners as Appropriate
	Medicaid Child Health Check-Up Program	Agency for Health Care Administration	Child Health Check-Up Protective Factors Workgroup	Child Health Check-Up Protective Factors Workgroup, Medicaid Child Health Check-Up Coordinators, Other Partners as identified in the implementation plan, Other Partners as Appropriate
	Technical Assistance to Circuits	Department of Children and Families	Local Plan Family Strengthening Initiative Support Team	Florida Children's Services Council, Healthy Start Coalition, Other Partners as Appropriate
	Faith-Based and Community-Based Efforts	Executive Office of the Governor	Faith-Based and Community-Based Workgroup	Child Welfare Providers, Adoption Information Center, Best Practices Review Team, Community-Based Leaders and Organizations, Faith-Based Leaders and Organizations, Faith-Based and Community-Based Summit Committee, Faith-Based and Community-Based Workgroup, Florida Coalition for Children, Guardians ad Litem, Healthy Start Parent Education Workgroup, Healthy Start Protective Factors Workgroup, Heart Galleries, Home Visiting Protective Factors Workgroup, Parent Leaders, Private Organizations, Other Partners as Appropriate
Prevention Strategy 2: Strengthen Florida Systems to Better Serve the Needs of Florida Families	Whole Child	Lawton Chiles Foundation	Whole Child Leadership Team	Chambers of Commerce, Children's Services Councils, Early Learning Coalitions, Healthcare Industry, Whole Child 2009-2010 Workgroup of the Child Abuse Prevention and Permanency Advisory Council, Whole Child Communities Whole Child Leadership Team, Other Partners as Appropriate
	Healthy Families Florida	Department of Children and Families and Healthy Families Florida	Healthy Families Florida Advisory Committee	Community Partners, FRIENDS National Resource Center, Healthy Families Florida Advisory Committee/Strategy 5 Workgroup, Local Healthy Families Florida Projects, Local Planning Teams Initiatives as Appropriate, Other Partners as Appropriate
	Healthy Start	Department of Health and Florida Association of Healthy Start Coalitions	Healthy Start Protective Factors Workgroup	Chambers of Commerce, Early Learning Coalitions, Evidence-Based Parenting Programs Workgroup, Florida Home Visiting Coalition Steering Committee, Healthcare and Medical Associations, Healthcare Industry, Healthy Start Coalitions, Healthy Start Parent Education Workgroup, Healthy Start Parents, Healthy Start Protective Factors Committee, Local Child Abuse Death Review Teams, Local Fetal and Infant Mortality Review Teams, Local Health Departments, Local Child Abuse Prevention and Permanency Planning Teams, Local Healthy Start Coalitions, Pregnancy Associated Mortality Review Team, State Domestic Violence Fatality Review Team, Universities/Colleges, Other Partners as Appropriate
	Education Services for Parents/Caregivers of Newborns	Department of Health and Florida Association of Healthy Start Coalitions	Education Services for Parents/Caregivers of Newborns Leadership Team	Chambers of Commerce, Education Services for Parents/Caregivers of Newborns Research Workgroup, Healthcare and Medical Associations, Healthcare Industry, Healthy Start Coalitions, Local/Community Agencies, Parents and Caregivers, Universities/Colleges, Other Partners as Appropriate

**Table 1 (continued). Snapshot of the
Florida Prevention of Child Abuse, Abandonment and Neglect Plan: July 2010 – June 2015**

Strategy	Objective	Lead(s)	Workgroups	Potential Partners
Prevention Strategy 3: Provide Information on Ways to Ensure that Children are Safe and Nurtured and Live in Stable Environments that Promote Well-being	Public Awareness and Education	Prevent Child Abuse Florida		Children's Week, Department of Children and Families Circuits, Florida Chambers of Commerce, Local Planning Teams, Local Subgroups, Other Partners as Appropriate
	Evidence-Based Parenting Programs	Department of Children and Families	Evidence-Based Parenting Programs Workgroup	Children's Services Councils, Evidence-based Parenting Programs Workgroup, FRIENDS National Resource Center for Community Based Child Abuse Prevention, Healthy Start Parent Education Workgroup, Local Planning Teams, Universities/Colleges, Other Partners as Appropriate
	Child Death Review	Child Abuse Death Review Team and Department of Children and Families	Child Abuse Death Review Team	Attorney General's Office, Chambers of Commerce, Chiefs of Police, Children's Services Councils, Domestic Violence Fatality Review Team, Faith-based, and other relevant Organizations, Fetal and Infant Mortality Review, Florida Alcohol and Drug Abuse Association, Florida Coalition for Children, Florida Early Childhood Associations, Florida Pediatric Society, Florida Sherriff's Association, Healthcare and Medical Associations, Healthcare Industry, Pregnancy Associated Mortality Review Team, Safe Kids Coalitions, Medical Examiners Commission, Prosecuting Attorney's Association, Other Statewide and Community Organizations that Interact with Families as Appropriate, Other Partners as Appropriate
Prevention Strategy 4: Inform and Instruct Education Communities – The Florida Cooperative Education Child Abuse Prevention Plan	Professional Development for School Personnel	Department of Education and Cooperative Education Planning Team	Cooperative Education Planning Team	Devereux Kids, Florida Association of District School Superintendents, Florida Coalition Against Domestic Violence, Florida School Boards Association, Other Partners as Appropriate
	Resources for Parents of School Children			Devereux Kids, Florida Association of District School Superintendents, Florida Coalition Against Domestic Violence, Florida School Boards Association, Parent Leaders, Title I and other Compensatory Education Programs, Other Partners as Appropriate
	Resource Awareness	Devereux Kids, Florida Coalition Against Domestic Violence, Florida School Boards Association, Parent Leaders, Other Partners as Appropriate		
	Multidisciplinary Curricula	Cooperative Education Planning Team and Monique Burr Foundation		Arizona State University, Childhelp Inc., Devereux Kids, Florida Chamber of Commerce, Florida Coalition of Domestic Violence, Florida Chamber of Commerce, Florida School Boards Association, Local Partners, Universities/Colleges, Other Partners as Appropriate
Prevention Strategy 5: Inform and Instruct Law Enforcement Communities – The Florida Cooperative Law Enforcement Child Abuse Prevention Plan	Law Enforcement Memorandum of Understanding Review Design	Executive Office of the Governor and Cooperative Law Enforcement Planning Team	Cooperative Law Enforcement Planning Team	Child Abuse Prevention and Permanency Advisory Council, Other Partners as Appropriate
	Law Enforcement Annual Reviews and Updates	Cooperative Law Enforcement Planning Team		Child Abuse Prevention and Permanency Advisory Council, Other Partners as Appropriate
	Law Enforcement Future Plans	Cooperative Law Enforcement Planning Team		Child Abuse Prevention and Permanency Advisory Council, Other Partners as Appropriate
Prevention Strategy 6: Monitor and Evaluate Plan Implementation	Instrumentation and Procedures Design	Executive Office of the Governor	Evaluation Design Team and Prevention Learning Community	CAPP Plan Leaders, , Professional Evaluators, Universities/Colleges, Other Partners as Appropriate
	Progress Monitoring			CAPP Plan Leaders, Statewide Learning Community, Turn the Curve Workgroup, Workgroup Partners, Other Partners as Appropriate
	Annual Review and Assessment			

Areas of Focus for Primary and Secondary Prevention

The following three tables illustrate how the strategies and objectives encompass the array of both primary and secondary continua of prevention programs and services as well as address the *Five Protective Factors*. The first table illustrates the extent to which the strategies and objectives are primary prevention or universal strategies. The second table illustrates the extent to which the plan strategies and objectives are secondary prevention or selected strategies. And, the third table illustrates the extent to which the plan strategies and objectives address the *Five Protective Factors*.

As shown in the first crosswalk table (Table 2), this plan was intentional in including **primary prevention** or **universal** strategies and objectives that would benefit all of the people of Florida. That is, they are accessible by the general public and geared toward preventing child maltreatment before it ever occurs. The primary prevention continuum has six categories for programs and services. Four of the plan's objectives have the potential to impact all six categories in the entire primary prevention continuum. And, eleven of the prevention plan objectives have the potential to impact at least four of the six categories in the primary prevention continuum. This plan underscores that Florida is committed to reducing the rate of child maltreatment before it occurs in ways that will benefit all of Florida's families and their children.

As shown in the second crosswalk table (Table 3), this plan was also intentional in including **secondary prevention** or **selected** strategies and objectives that would benefit children and families at risk of child maltreatment before it ever occurs. These strategies and objectives are targeted to families with multiple risk factors prior to the occurrence of child abuse and neglect. Almost half of the objectives have the potential to impact at least four of the seven programs and services on the second secondary prevention continuum. This too shows that Florida is committed to preventing child maltreatment in those families at high risk before the abuse ever occurs.

The third crosswalk table (Table 4) illustrates how this prevention plan's strategies and objectives have the potential to address the *Five Protective Factors* that are correlates with reduced child maltreatment. All of the twenty objectives address at least one protective factor, with over half (eleven) addressing all *Five Protective Factors*. The crosswalk underscores Florida's commitment to ensuring that Florida's children are raised by resilient parents in safe, stable and nurturing homes.

**Table 2. Crosswalk of the Prevention Strategies and Objectives with the
Primary Continuum of Programs and Services**

Prevention Strategies	Prevention Objectives	Continuum of Primary Prevention / Universal Strategies <i>Targeted toward the general public prior to the occurrence of child abuse and neglect.</i>					
		Community Development	Community Support for Families	Family Supportive Programs/ Services	Information Referral and Helplines	Public Awareness and Education Campaigns	Workforce
Prevention Strategy 1: Infuse the <i>Five Protective Factors</i> into Florida Systems that Serve Parents and Children	Early Education and Care	✓	✓	✓	✓	✓	✓
	Home Visiting Programs	✓	✓	✓	✓	✓	✓
	Head Start Programs						
	Medicaid Child Health Check-Up Program		✓	✓	✓	✓	
	Technical Assistance to Circuits	✓	✓	✓	✓	✓	
	Faith-Based and Community-Based Efforts	✓	✓	✓	✓	✓	✓
Prevention Strategy 2: Strengthen Florida Systems to Better Serve the Needs of Florida Families	Whole Child	✓	✓	✓	✓	✓	✓
	Healthy Families Florida						
	Healthy Start						
	Education Services for Parents/Caregivers of Newborns		✓	✓	✓		
Prevention Strategy 3: Provide Information on Ways to Ensure that Children are Safe and Nurtured and Live in Stable Environments that Promote Well-being	Public Awareness and Education	✓	✓		✓	✓	
	Evidence-Based Parenting Programs		✓	✓	✓	✓	
	Child Death Review	✓	✓			✓	
Prevention Strategy 4: Inform and Instruct Education Communities – <i>The Florida Cooperative Education Child Abuse Prevention Plan</i>	Professional Development for School Personnel		✓	✓	✓	✓	
	Resources for Parents of School Children		✓	✓	✓	✓	
	Resource Awareness	✓	✓	✓	✓	✓	
	Multidisciplinary Curricula	✓	✓	✓	✓	✓	✓
Prevention Strategy 5: Inform and Instruct Law Enforcement Communities – <i>The Florida Cooperative Law Enforcement Child Abuse Prevention Plan</i>	Law Enforcement <i>Memorandum of Understanding</i> Review Design						
	Law Enforcement Annual Reviews and Updates						
	Law Enforcement Future Plans						

Table 3. Crosswalk of the Prevention Strategies and Objectives with the Secondary Prevention Continuum of Programs and Services

Prevention Strategies	Prevention Objectives	Continuum of Secondary Prevention / Selected Strategies <i>Targeted to families with multiple risk factors prior to the occurrence of child abuse and neglect.</i>						
		Adult Education	Community Development	Community Supports for Families	Concrete Services	Family Supportive Programs/ Services	Public Awareness and Education Campaigns	Workforce
Prevention Strategy 1: Infuse the <i>Five Protective Factors</i> into Florida Systems that Serve Parents and Children	Early Education and Care							
	Home Visiting Programs		✓	✓	✓	✓		
	Head Start Programs		✓	✓	✓	✓		
	Medicaid Child Health Check-Up Program			✓	✓	✓	✓	
	Technical Assistance to Circuits		✓	✓	✓	✓		
	Faith-Based and Community-Based Efforts							
Prevention Strategy 2: Strengthen Florida Systems to Better Serve the Needs of Florida Families	Whole Child							
	Healthy Families Florida		✓	✓	✓	✓		✓
	Healthy Start		✓	✓	✓	✓	✓	
	Education Services for Parents/Caregivers of Newborns							
Prevention Strategy 3: Provide Information on Ways to Ensure that Children are Safe and Nurtured and Live in Stable Environments that Promote Well-being	Public Awareness and Education		✓	✓	✓	✓	✓	
	Evidence-Based Parenting Programs			✓	✓	✓	✓	
	Child Death Review		✓	✓		✓	✓	
Prevention Strategy 4: Inform and Instruct Education Communities – <i>The Florida Cooperative Education Child Abuse Prevention Plan</i>	Professional Development for School Personnel							
	Resources for Parents of School Children							
	Resource Awareness		✓	✓	✓	✓	✓	
	Multidisciplinary Curricula							
Prevention Strategy 5: Inform and Instruct Law Enforcement Communities – <i>The Florida Cooperative Law Enforcement Child Abuse Prevention Plan</i>	Law Enforcement Memorandum of Understanding Review Design				✓		✓	
	Law Enforcement Annual Reviews and Updates						✓	
	Law Enforcement Future Plans						✓	

Table 4. Crosswalk of the Prevention Strategies and Objectives with the *Five Protective Factors*

Prevention Strategies	Prevention Objectives	Five Protective Factors				
		Nurturing and Attachment	Knowledge of Parenting and of Child and Youth Development	Parental Resilience	Social Connections	Concrete Supports for Parents
Prevention Strategy 1: Infuse the <i>Five Protective Factors</i> into Florida Systems that Serve Parents and Children	Early Education and Care	✓	✓	✓	✓	✓
	Home Visiting Programs	✓	✓	✓	✓	✓
	Head Start Programs	✓	✓	✓	✓	✓
	Medicaid Child Health Check-Up Program		✓			✓
	Technical Assistance to Circuits	✓	✓	✓	✓	✓
	Faith-Based and Community-Based Efforts	✓	✓	✓	✓	✓
Prevention Strategy 2: Strengthen Florida Systems to Better Serve the Needs of Florida Families	Whole Child	✓	✓	✓	✓	✓
	Healthy Families Florida	✓	✓	✓	✓	✓
	Healthy Start	✓	✓	✓	✓	✓
	Education Services for Parents/Caregivers of Newborns	✓	✓	✓	✓	✓
Prevention Strategy 3: Provide Information on Ways to Ensure that Children are Safe and Nurtured and Live in Stable Environments that Promote Well-being	Public Awareness and Education	✓	✓	✓	✓	✓
	Evidence-Based Parenting Programs	✓	✓		✓	
	Child Death Review		✓			
Prevention Strategy 4: Inform and Instruct Education Communities – <i>The Florida Cooperative Education Child Abuse Prevention Plan</i>	Professional Development for School Personnel		✓			✓
	Resources for Parents of School Children	✓	✓	✓		✓
	Resource Awareness	✓	✓	✓	✓	✓
	Multidisciplinary Curricula	✓	✓	✓	✓	✓
Prevention Strategy 5: Inform and Instruct Law Enforcement Communities – <i>The Florida Cooperative Law Enforcement Child Abuse Prevention Plan</i>	Law Enforcement Memorandum of Understanding Review Design					✓
	Law Enforcement Annual Reviews and Updates					✓
	Law Enforcement Future Plans					✓

Florida Promotion of Adoption Plan: July 2010 – June 2015

Note: Below is a brief overview of this plan. For the promotion of adoption plan in its entirety, please see Section 4.

§39.001 (8)(a), Florida Statutes. *Plan for Comprehensive Approach* – *The Office of Adoption and Child Protection shall develop a state plan for the promotion of adoption, support of adoptive families, and prevention of abuse, abandonment, and neglect of children and shall submit the state plan to the Speaker of the House of Representatives, the President of the Senate, and the Governor . . .*

Efforts at recruiting new adoptive families can be categorized along a continuum. They include:

Adoption awareness efforts – Web-based, television, newspaper, magazine and radio public service announcements that provide a backdrop for general community awareness about the children in foster care who need adoptive families. The *Explore Adoption* campaign is pre-packaged and ready to be customized and used.

Targeted recruitment efforts – Focusing on specific groups of children and teens needing homes and identifying and targeting those communities most likely to adopt these children. Descriptions of common special needs of available children will lead to target populations that should be recruited; community and faith-based initiatives; incentive programs for foster and adoptive families to recruit others from their communities; advertisements, posters or flyers at places where foster and adoptive parents typically shop or visit; Web sites such as *Explore Adoption*; etc. The *Explore Adoption* campaign is pre-packaged and ready to be used.

Child-specific recruitment efforts – Locating and matching an identified waiting child with an approved adoptive family; media or materials describing and recruiting parents for an individual child; statewide and national adoption Web sites (e.g., *Explore Adoption*, Adoption Information Center, etc.); statewide and local heart galleries; radio, newspaper or television features; “passports” or brochures featuring the child’s strengths and needs; etc.

Orientation for prospective adoptive parents – Meetings for staff to explain the adoption process and requirements for becoming an adoptive family; follow-up literature and guides; etc.

Assistance (navigating the system) for prospective adoptive parents – Consistent contact with prospective families, helpdesk for prospective families, guidebooks, brochures or paperwork that explains the process and steps that must be completed to become an approved adoptive parent, etc. *Explore Adoption* Web site has a FAQ page that would assist with this.

Pre-adoption training for prospective parents – Adoptive parent training (e.g., MAPP) and family self-assessment to determine if adoption is a feasible plan for prospective adoptive family, adoption specific training after completion of the MAPP class, etc.

Pre-adoption information for “waiting” parents (i.e., family approved for adoption) – Referrals to local adoptive parent support groups; consultation, brochures or paperwork explaining the process and steps that must be completed once a child is identified as a possible match for approved adoptive families; adoption-specific training after receiving approval to adopt; etc.

Placement case management for “pre-adoptive” parents – Match staffing, placement supervision, child history disclosure, anticipated child-specific services and training needs, etc.

Florida's five-year promotion of adoption strategies will focus on ensuring that Florida families best suited to support the children and youth served in the child welfare system adopt these children and youth in a timely manner. This will be accomplished through three areas of focus:

- Promotion of Adoption Strategy 1.** Infuse the *Five Protective Factors* into Florida systems that recruit adoptive parents.
- Promotion of Adoption Strategy 2.** Strengthen Florida recruitment systems to better recruit families to meet the needs of children and youth awaiting adoption.
- Promotion of Adoption Strategy 3.** Monitor and evaluate plan implementation.

Infuse the *Five Protective Factors* into Florida Systems that Recruit Adoptive Parents.

Promotion of Adoption Strategy 1: Infuse the *Five Protective Factors* into Florida Systems that Recruit Adoptive Parents. By 30 June 2015, Florida-based adoptive parent recruitment systems will have intentionally incorporated the *Five Protective Factors* as a part of the foundation for their work.

- 1.1 Local Recruitment Efforts.** By 30 June 2015, the State of Florida will have incorporated the *Five Protective Factors* as a part of the foundation for the targeted recruitment of communities and potential adoptive families to provide long term stability and best meet the needs of the children awaiting adoption. [Leads: Department of Children and Families and the Community Based Care Lead Agencies]
- 1.2 Parent Preparation and Training.** By 30 June 2015, the State of Florida will have incorporated in its orientation and education programs for potential adoptive parents, instruction on the importance and ways to ensure the presence of the *Five Protective Factors*. [Leads: Department of Children and Families and the Community Based Care Lead Agencies]

Strengthen Florida Systems to Better Recruit Families to Meet the Needs of Children and Youth Awaiting Adoption.

Promotion of Adoption Strategy 2: Strengthen Florida Recruitment Systems to Better Recruit Families to Meet the Needs of Children and Youth Awaiting Adoption. By 30 June 2015, the State of Florida will have implemented systems and efforts to better target recruitment of families to meet the needs of children and youth awaiting public adoption.

- 2.1 Faith-Based and Community-Based Efforts.** By 30 June 2015, the State of Florida will have provided information and resources to promote and build efforts by faith-based and community-based systems to promote public adoption and identify families best suited to meet the needs of children and youth waiting public adoption including the presence of the *Five Protective Factors*. [Lead: Executive Office of the Governor]
- 2.2 Targeted and Child Specific Recruitment.** By 30 June 2015, the State of Florida will have increased targeted and child specific recruitment strategies through the use and support of *Explore Adoption* tools and materials and the Heart Galleries. [Leads: Department of Children and Families and the Community Based Care Lead Agencies]
- 2.3 Information and Support for Prospective Adoptive Parents.** By 30 June 2015, the State of Florida will have implemented fully the state adopted Customer Service Protocol for working with and responding to parents from the moment of expressing interest in adopting through the point of finalization of child adoption. [Leads: Department of Children and Families and the Community Based Care Lead Agencies]

Monitor and Evaluate Plan Implementation

Promotion of Adoption Strategy 3: Monitor and Evaluate Plan Implementation. By 30 June 2015, leadership of plan implementation will have monitored and annually assessed the progress and effectiveness the plan-based initiatives.

- 3.1 Instrumentation and Procedures Design.** By 30 March 2011, the State of Florida will have created procedures and instrumentation for use by the plan workgroups for monitoring and annually reviewing progress.
[Lead: Executive Office of the Governor]
- 3.2 Progress Monitoring.** By 30 June 2015, the State of Florida will have implemented an ongoing monitoring of plan implementation progress and used the findings to refine the action plans for future implementation.
[Lead: Executive Office of the Governor]
- 3.3 Annual Review and Assessment.** By 30 June 2015, the State of Florida will have implemented annual progress reviews and used the findings to refine the strategies and objectives for future implementation.
[Lead: Executive Office of the Governor]

A Snapshot of the Promotion of Adoption Plan

The following table provides a snapshot of the promotion of adoption plan. Within this table is a listing of the strategies, objectives' areas, the leads for each of the objectives, the workgroups that will be convened over the five years and potential partners for the implementation of each of the objectives. As shown, the promotion of adoption plan provides for three strategies and eight objectives with leadership from at least three state (public and private) entities and the creation of six statewide workgroups to ensure effective implementation.

**Table 5. Snapshot of the
*Florida Promotion of Adoption Plan: July 2010 – June 2015***

Strategy	Objective	Lead(s)	Workgroups	Potential Partners
Promotion of Adoption Strategy 1: Infuse the Five Protective Factors into Florida Systems that Recruit Adoptive Parents	Local Recruitment Efforts	Department of Children and Families and Community Based Care Lead Agencies	Protective Factors and Permanency Workgroup	Adoption Competency Advisory Committee, Adoption Competent Mental Health Professionals, Adoption Information Center, Adoption Staff, Adoptive Parents, Circle of Parents, Community Based Care Agencies, Connecting God's Children, Department of Children and Families Circuits, Florida Coalition for Children, Forever Family, Guardians ad Litem, Heart Galleries, One Church One Child, Other Stakeholders, Protective Factors and Permanency Workgroup, Trauma Informed Workgroups, Universities/Colleges, Other Partners as Appropriate
	Parent Preparation and Training	Department of Children and Families and Community Based Care Lead Agencies		Adoption Competency Advisory Committee, Adoption Information Center, Adoption Information System, Adoption Providers, Adoption Specialists, Adoption Staff, Connecting God's Children, Forever Family, Community Based Care Agencies, Community Partners, Florida Coalition for Children, Forever Family, Guardians ad Litem, Protective Factors and Permanency Workgroup, Trainers for Adoptive Parent Preparation Trainings (MAPP, P.R.I.D.E., etc.), One Church One Child, Other Partners as Appropriate

**Table 5 (continued). Snapshot of the
Florida Promotion of Adoption Plan: July 2010 – June 2015**

Strategy	Objective	Lead(s)	Workgroups	Potential Partners
Promotion of Adoption Strategy 2: Strengthen Florida Systems to Better Recruit Families to Meet the Needs of Children and Youth Awaiting Adoption.	Faith-Based and Community-Based Efforts	Executive Office of the Governor	Faith-Based and Community-Based Workgroup	Adoption Information Center, Child Welfare Providers, Adoption Information Center, Best Practices Review Team, Community-Based Leaders and Organizations, Connecting God’s Children, Faith-Based Leaders and Organizations, Faith-Based and Community-Based Summit Committee, Faith-Based and Community-Based Workgroup, Florida Coalition for Children, Guardians ad Litem, Healthy Start Parent Education Workgroup, Healthy Start Protective Factors Workgroup, Heart Galleries, Home Visiting Protective Factors Workgroup, Parent Leaders, Private Organizations, Other Partners as Appropriate
	Targeted and Child Specific Recruitment	Department of Children and Families and Community Based Care Lead Agencies		Adoption Information Center, Adoption Providers, Adoption Supervisors, Community Based Care Agencies, Connecting God’s Children, Dependency Summit Planning Team, Florida Association of Heart Galleries, Forever Family, Local Heart Galleries, Home Finders, One Church One Child, Regional Public Information Officers, Trust for Florida’s Children, Other Partners as Appropriate
	Information and Support for Prospective Adoptive Parents		Customer Service Protocol Workgroup	Adoption Information Center, Adoption Specialists, Post Adoption Services Counselors, Community Based Care Agencies, Florida Coalition for Children, Forever Family, Post Adoption Services Counselors, Other Partners as Appropriate
Promotion of Adoption Strategy 3: Monitor and Evaluate Plan Implementation	Instrumentation and Procedures Design	Executive Office of the Governor	Evaluation Design Team and Adoption Learning Community	CAPP Plan Leaders, Professional Evaluators, Universities/Colleges, Other Partners as Appropriate
	Progress Monitoring			CAPP Plan Leaders, Statewide Learning Community, Turn the Curve Workgroup, Workgroup Partners, Other Partners as Appropriate
	Annual Review and Assessment			

Areas of Focus for Promotion of Adoption

There are eight categories in the continuum of programs and services to promote adoption. This plan was intentional in ensuring that each of the categories in the continuum would be addressed by the promotion of adoption strategies and objectives. As shown below, each plan strategy and objective addresses at least three programs and services in the continuum of services for the promotion of adoption. The **Promotion of Adoption Strategy 3: Monitor and Evaluate Plan Implementation** and objectives are not included in the crosswalk because the objectives support implementation of all of the strategies and objectives in the five-year plan. One could conclude that all levels are impacted because of the support role of this objective, or one could conclude that none of the levels should be checked because it provides only a supporting role in the effort. Thus, this strategy is omitted from the table.

Table 6. Crosswalk of Promotion of Adoption Strategies and Objectives with the Continuum of Programs and Services Necessary for a Comprehensive Approach to the Promotion of Adoption

Promotion of Adoption Continuum of Programs and Services	Promotion of Adoption Strategies and Objectives				
	1. Infuse the <i>Five Protective Factors</i> into Florida Systems that Recruit Adoptive Parents.		2. Strengthen Florida Systems to Better Recruit Families to Meet the Needs of Children and Youth Awaiting Adoption.		
	Local Recruitment Efforts	Parent Preparation and Training	Faith-Based and Community -Based Efforts	Targeted and Child Specific Recruitment	Information and Support for Prospective Adoptive Parents
Adoption awareness efforts			✓	✓	
Targeted recruitment efforts	✓	✓	✓	✓	
Child-specific recruitment efforts	✓	✓	✓	✓	
Orientation for prospective adoptive parents	✓	✓			✓
Assistance (navigating the system) for prospective adoptive parents					✓
Pre-adoption training for prospective parents					✓
Pre-adoption information for “waiting” parents					✓
Placement case management for “pre-adoptive” parents					✓

As stated previously, presence of the *Five Protective Factors* in families reduces the potential for child abuse and neglect by providing parents with what they need in order to parent effectively, even under stress. This plan was intentional with creating strategies and objectives that were either low cost or no cost and could easily implement the *Five Protective Factors* to ensure that Florida’s children are placed in safe, stable, and nurturing homes. The chart below shows that each strategy and objective supports at least three of the *Five Protective Factors*, with three objectives implementing all five. The **Promotion of Adoption Strategy 3: Monitor and Evaluate Plan** Implementation and objectives are not included in the crosswalk because the objectives support implementation of all of the strategies and objectives in the five-year plan. One could conclude that all levels are impacted because of the support role of this objective, or one could conclude that none of the levels should be checked because it provides only a supporting role in the effort.

Table 7. Crosswalk of Promotion of Adoption Strategies and Objectives with the *Five Protective Factors*

Protective Factor	Promotion of Adoption Strategies and Objectives				
	1. Infuse the <i>Five Protective Factors</i> into Florida Systems that Recruit Adoptive Parents.		2. Strengthen Florida Systems to Better Recruit Families to Meet the Needs of Children and Youth Awaiting Adoption.		
	Local Recruitment Efforts	Parent Preparation and Training	Faith-Based and Community -Based Efforts	Targeted and Child Specific Recruitment	Information and Support for Prospective Adoptive Parents
Nurturing and Attachment	✓	✓		✓	
Knowledge of Parenting and of Child and Youth Development	✓	✓		✓	✓
Parental Resilience	✓	✓	✓	✓	
Social Connections	✓	✓	✓	✓	✓
Concrete Supports for Parents	✓	✓	✓	✓	✓

Florida Support of Adoptive Families Plan: July 2010 – June 2015

Note: Below is a brief overview of this plan. For the support of adoptive families plan in its entirety, please see Section 5.

§39.001 (8)(a), Florida Statutes. *Plan for Comprehensive Approach* – *The Office of Adoption and Child Protection shall develop a state plan for the promotion of adoption, support of adoptive families, and prevention of abuse, abandonment, and neglect of children and shall submit the state plan to the Speaker of the House of Representatives, the President of the Senate, and the Governor . . .*

Efforts at supporting adoptive families can be categorized along a continuum. They include:

Adoptive Parent and Youth Support Groups – Small group opportunities for parents and teens that are accessible; configured and meeting as often as appropriate for the languages, cultures and needs of the participants in your communities; provision of support from umbrella organizations and qualified facilitators where appropriate (e.g., teen support groups); etc.

Education and Training Opportunities for Adoptive Parents – Education and training related to adoption issues, with an emphasis on strategies for handling loss, grief, relationship building, and “acting out” behaviors; skill-building to equip adoptive parents with the skills needed to meet the specific and developing needs of children (e.g., fetal alcohol, substance abuse, autism, etc.); providing adoption resource centers, lending libraries, newsletters, annual adoption conferences, and ongoing training and workshops for parents; etc.

Adoption Competent Education and Mental Health Assistance Services for Adoptive Families – Those providing education and therapeutic services have the basic knowledge and skills to effectively work with adoptive families and to empower adoptive parents and families to provide the environment necessary for ameliorating the effects of trauma (e.g., build relationships, improve relationships, develop nurturing and attachment, etc.); campaigns to recruit professionals to seek adoption competency; etc.

Case management Services for Adoptive Parents and Children – An intake process for families to return for needed services; designated case manager to respond to adopted children and families post-legal finalization; system to notify families of continued training, adoption workshops, support group meetings, and resource guides that include adoption-support information and service providers; etc.

Florida’s five-year adoption support strategies will focus on ensuring that Florida families adopting children and youth from the child welfare system receive the supports necessary to provide loving and permanent homes that help these children heal from their trauma histories. This will be accomplished through two areas of focus over the five-year period – July 2010 through June 2015:

Support of Adoptive Families Strategy 1. Strengthen Florida service systems to better support adoptive families to meet the needs of their adopted children and youth.

Support of Adoptive Families Strategy 2. Provide information and supports to Florida adoptive families.

Support of Adoptive Families Strategy 3. Monitor and evaluate plan implementation.

Strengthen Florida Service Systems to Better Support Adoptive Families.

Adoption Support Strategy 1: Strengthen Florida service systems to better support adoptive families to meet the needs of their adopted children and youth. By 30 June 2015, the State of Florida will have implemented post adoption services that provide for mental health, emotional, physical and other needs of adoptive families.

- 1.1 Information and Support for Adoptive Families.** By 30 June 2015, the State of Florida will have implemented fully the state adopted Customer Service Protocol for supporting families with adopted children. [Leads: Department of Children and Families and Community Based Care (CBC) Lead Agencies]
- 1.2 Adoption Competent Professionals.** By 30 June 2015 the State of Florida will have increased the number and accessibility of adoption competent mental health, education, and child welfare professionals, so that sufficient numbers are accessible as defined by each circuit. [Leads: Department of Children and Families and CBC Lead Agencies]
- 1.3 Post Adoption Services Counselors.** By 30 June 2015 the State of Florida will have increased the number of post adoption services counselors in Florida so that each circuit has a sufficient number (a minimum of one full-time staff person) dedicated to responding to the needs and inquiries of adoptive families after finalization. [Leads: Department of Children and Families and CBC Lead Agencies]

Provide Information and Supports to Adoptive Families

Adoption Support Strategy 2: Provide information and supports to adoptive families. By 30 June 2015, the State of Florida will have provided information and supports to Florida adoptive families on ways to build competence in meeting the needs of their adopted children and youth.

- 2.1 Adoption Support Groups.** By 30 June 2015, the State of Florida will have increased the number and sustainability of quality adoptive parent and youth support groups so that each community has a local support group or, in rural communities, at least a quarterly newsletter or warm-line that informs adoptive parents of nearby support groups and upcoming educational opportunities and information related to the *Five Protective Factors*. [Leads: Department of Children and Families and CBC Lead Agencies]
- 2.2 Education Opportunities for Adoptive Parents.** By 30 June 2015, the State of Florida will have increased the number and accessibility of quality educational opportunities for adoptive parents that include education related to the *Five Protective Factors*, caring for the needs of adoptive children, and supporting the needs of adoptive and blended families. [Leads: Department of Children and Families and CBC Lead Agencies]
- 2.3 Faith-Based and Community-Based Efforts.** By 30 June 2015, the State of Florida will have provided information and resources to promote and build efforts by faith-based and community-based systems to provide family and community supports that would build the *Five Protective Factors* in Florida's adoptive families. [Lead: Executive Office of the Governor]

Monitor and Evaluate Plan Implementation

Support of Adoptive Families Strategy 3: Monitor and Evaluate Plan Implementation. By 30 June 2015, leadership of plan implementation will have monitored and annually assessed the progress and effectiveness the plan-based initiatives.

- 3.1 Instrumentation and Procedures Design.** By 30 March 2011, the State of Florida will have created procedures and instrumentation for use by the plan workgroups for monitoring and annually reviewing progress. [Lead: Executive Office of the Governor]
- 3.2 Progress Monitoring.** By 30 June 2015, the State of Florida will have implemented an ongoing monitoring of plan implementation progress and used the findings to refine the action plans for future implementation. [Lead: Executive Office of the Governor]

3.3 Annual Review and Assessment. By 30 June 2015, the State of Florida will have implemented annual progress reviews and used the findings to refine the strategies and objectives for future implementation. [Lead: Executive Office of the Governor]

A Snapshot of the Support of Adoptive Families Plan

The following table provides a snapshot of the support of adoptive families plan. Within this table is a listing of the strategies, objectives' areas, the leads for each of the objectives, the workgroups that will be convened over the five years and potential partners for the implementation of each of the objectives. As shown, the support of adoptive families plan provides for three strategies and eight objectives with leadership from at least three state (public and private) entities and the creation of six statewide workgroups to ensure effective implementation.

**Table 8. Snapshot of the
Florida Support of Adoptive Families Plan: July 2010 – June 2015**

Strategy	Objective	Lead(s)	Workgroups	Potential Partners
Support of Adoptive Families Strategy 1: Strengthen Florida Service Systems to Better Support Adoptive Families to Meet the Needs of Their Adopted Children and Youth	Information and Support for Adoptive Families	Department of Children and Families and Community Based Care Lead Agencies	Customer Service Protocol Workgroup	Adoption Specialists, Community Based Care Agencies, Florida Coalition for Children, Post Adoption Services Counselors, Other Partners as Appropriate
	Adoption Competent Professionals		Adoption Competency Advisory Council	Adoption Competency Advisory Committee, Adoption Competency Trainers, Adoption Information Center, Circuit Adoption Offices, Appropriate instructional design and training development entities, Child Welfare Professionals, Community Based Care Agencies, Faith Based Communities, Florida Association of District School Superintendents, Florida Coalition for Children, Florida School Boards Association, Guardians ad Litem, North American Council on Adoptable Children, Post Adoption Services Counselors, St. Petersburg College, Continuing Education Department, Other Partners as Appropriate
	Post Adoption Services Counselors			Adoption Competency Trainers, Adoption Information Center, Adoption Specialists, Community Based Care Agencies, Faith Based Communities, Florida Coalition for Children, Post Adoption Services Counselors, University of South Florida's Florida Safe Families Network (FSFN) trainers, Other Partners as Appropriate
Support of Adoptive Families Strategy 2: Provide Information and Supports to Adoptive Families	Adoption Support Groups	Department of Children and Families and Community Based Care Lead Agencies	Adoption Support Advisory Committee	Adoption Information Center, Adoption Support Group Facilitators and Members, Adoptive Parent Support Group Facilitators, Adopted Youth Support Group Facilitators, Community Based Care Agencies, Faith Based Communities, North American Council on Adoptable Children, Prevent Child Abuse Florida Circle of Parents, Other Partners as Appropriate
	Education Opportunities for Adoptive Parents		Adoption Support Advisory Committee	Adoption Competency Advisory Committee, Adoption Information Center, Adoptive Parents, Child Welfare Best Practice Center, University of South Florida, Children's Home Society, Circle of Parents, Evidence-based Parenting Programs Workgroup, Facilitators of the Parent Support Groups, Faith Based Communities, Florida Coalition for Children, Healthy Start Parent Education Committee, North American Council on Adoptable Children, Other Support of Adoptive Families providers, as appropriate, Post Adoption Services Counselors, Protective Factors and Permanency Workgroup, Sylvia Thomas Center Trauma Informed Care Workgroup, Other Partners as Appropriate
	Faith-Based and Community-Based Efforts	Executive Office of the Governor	Faith-Based and Community-Based Workgroup	Adoption Information Center, Best Practices Review Team, Child Welfare Providers, Community-Based Leaders and Organizations, Faith-Based Leaders and Organizations, Faith-Based and Community Based Summit Committee, Faith-Based and Community-Based Workgroup, Florida Coalition for Children, Guardians ad Litem, Healthy Start Parent Education Workgroup, Healthy Start Protective Factors Workgroup, Heart Galleries, Home Visiting Protective Factors Workgroup, Parent Leaders, Private Organizations, Other Partners as Appropriate

**Table 8 (continued). Snapshot of the
Florida Support of Adoptive Families Plan: July 2010 – June 2015**

Strategy	Objective	Lead(s)	Workgroups	Potential Partners
Support of Adoptive Families Strategy 3: Monitor and Evaluate Plan Implementation	Instrumentation and Procedures Design	Executive Office of the Governor	Evaluation Design Team and Adoption Learning Community	CAPP Plan Leaders, Professional Evaluators, Universities/Colleges, Other Partners as Appropriate
	Progress Monitoring			
	Annual Review and Assessment			

Areas of Focus for the Support of Adoptive Families

Programs and services that support adoptive families can be illustrated as a continuum with six categories. This plan was intentional in ensuring that each category of the continuum of programs and services would be represented within the support of adoptive families strategies and objectives. As shown below, each program and service on the continuum is addressed by at least one objective. Two objectives address four of the categories. The **Support of Adoption Families Strategy 3: Monitor and Evaluate Plan Implementation** and its three objectives are not included in the crosswalk because the objectives support implementation of all of the strategies and objectives in the five-year plan. One could conclude that all levels are impacted because of the support role of this objective, or one could conclude that none of the levels should be checked because it provides only a supporting role in the effort.

Table 9. Crosswalk of the Support of Adoptive Families Strategies and Objectives with the Continuum of Programs and Services Necessary for a Comprehensive Approach to the Support of Adoptive Families

Promotion of Adoption Continuum of Programs and Services	Support of Adoptive Families Strategies and Objectives					
	1. Strengthen Florida Service Systems to Better Support Adoptive Families to Meet the Needs of their Adopted Children and Youth.			2. Provide Information and Supports to Adoptive Families.		
	Information and Support for Adoptive Families	Adoption Competent Professionals	Post Adoption Services Counselors	Adoption Support Groups	Education Opportunities for Adoptive Parents	Faith-Based and Community-Based Efforts
Adoptive parent and youth support groups	✓			✓	✓	✓
Education and training opportunities for adoptive parents	✓			✓	✓	✓
Adoption competent education and mental health assistance services for adoptive families	✓	✓				
Case management services for adoptive parents and children			✓			

As stated previously, the *Five Protective Factors* reduce the incidence of child abuse and neglect by providing parents with what they need in order to parent effectively, even under stress. This plan was intentional with creating strategies and objectives that were either low cost or no cost and could easily implement the *Five Protective Factors* to ensure that Florida’s children are placed in safe, stable, and nurturing homes. As shown below, each strategy and objective supports at least two of the *Five Protective Factors*, with four objectives implementing all five. The **Support of Adoption Families Strategy 3: Monitor and Evaluate Plan Implementation** and objectives are not included in the crosswalk because the objectives support implementation of all of the strategies and objectives in the five-year plan. One could conclude that all levels are impacted because of the support role of this objective, or one could conclude that none of the levels should be checked because it provides only a supporting role in the effort.

Table 10. Crosswalk of the Support of Adoptive Families Strategies and Objectives with the Five Protective Factors

Protective Factor	Support of Adoptive Families Strategies and Objectives					
	1. Strengthen Florida Service Systems to Better Support Adoptive Families to Meet the Needs of their Adopted Children and Youth.			2. Provide Information and Supports to Adoptive Families.		
	Information and Support for Adoptive Families	Adoption Competent Professionals	Post Adoption Services Counselors	Adoption Support Groups	Education Opportunities for Adoptive Parents	Faith-Based and Community-Based Efforts
Nurturing and Attachment	✓	✓		✓	✓	✓
Knowledge of Parenting and of Child and Youth Development	✓	✓		✓	✓	✓
Parental Resilience	✓	✓	✓	✓	✓	✓
Social Connections	✓			✓	✓	✓
Concrete Supports for Parents	✓	✓	✓	✓	✓	✓