

**2014 Annual Report for Five-Year Prevention and Permanency
Support of Adoptive Families Strategy 1
Objective 1.1 Information and Support for Adoptive Parents, 1.2 Adoption Competent
Professionals, & 1.3 Post Adoption Counselors**

Reporting Period: January 1, 2014 – December 31, 2014

Summary of Plan Activities

Please provide a summary of activities for your five-year prevention and permanency plan objective. For each activity, please identify how they support/promote the Protective Factors.

All of the action steps regarding information and support for adoptive parents provide concrete support for adoptive parents.

- Incorporate the Customer Service Protocol adopted by the state into CBC contracts and provide two workshops about the protocol processes.
- Conduct evaluations with adoptive parents after adoptive parent training classes, analyze the evaluation results and provide technical assistance to CBCs based on the evaluation results.
- Provide adoption competency training to mental health professionals, educational professionals, adoption specialists, child welfare professionals and other stakeholders. Completion of the Adoption Competency curricula will provide the attendees with the needed information to mentor and support adoptive parents regarding parenting and child/youth development, social and emotional competence of children and nurturing and attachment.
- Annual training for post adoption services counselors, including in-service and pre-service curricula that are adoption competent, provides staff with the necessary knowledge to support adoptive parents with information about parenting and child/youth development and nurturing and attachment.
- Monthly conference calls and two statewide meetings with post adoption staff provide an opportunity for staff to discuss difficult cases, share ideas about new resources and discuss how to engage stakeholders and resources in a community to assist adoptive families. These activities can lead to new community resources and therefore provide needed supports and social connections for adoptive families.
- A list of contact information about each post adoption services program is maintained and updated twice year on the www.adoptflorida.org website.

Progress

Please describe the progress towards achieving your objective outlined in the five-year plan

- The Customer Service Protocol adopted by the state was incorporated into CBC contracts several years ago and two workshops were conducted with adoption staff regarding the process.
- Evaluations with adoptive parents are completed after adoptive parent training classes, the trainers evaluate the results and technical assistance has been provided to CBCs when requested.
- Over 250 mental health professionals have been trained by the trainers of the Rutgers University Adoption Competency curricula during the past three years.
- Trainers were also successful in training adoption staff, child welfare staff, Guardians ad Litem and some educational professionals.
- CEUs are provided to licensed professionals who complete the training at no cost to the trainees.
- A significant number of mental health professionals who completed the training also changed job duties or no longer belong accept Medicaid insurance which is the insurance of choice for our adoptive families.

- The department was able to provide train the trainer for approximately 35 new trainers. These trainers will start training Mental Health professional in their local area during the 2014-2015 fiscal year.
- Every Community Based Care has identified at least one staff person to respond to post adoption services requests.

Please identify the percentage of achievement of your objective in the five-year prevention and permanency plan you think your team has achieved, and describe why.

We are probably at 75% completion. We need to update the curricula with the National Resource Center for Adoption's Adoption Competency curricula. In addition, we need to determine how to provide a shorter version of the curricula for educational professionals

Do you think your team is on target to accomplishing your objective by June 2015? Why or why not?

Unsure. It depends on the workload regarding enhancements to FSFN and several adoption federal audits that may occur during 2015.

Highlights and Accomplishments

Please describe any highlights and accomplishments connected to your objective's five-year plan.

- Two CBCs requested technical assistance by asking that the Adoption Program Manager review additions to their adoptive parent training curricula regarding additional information requested by adoptive parents in evaluations.
- Over 250 mental health professionals have completed the Adoption Competency curricula and the contact information for the professionals, where they are located in the state, and the counties they provide services for are available on a list on the Department's website at www.adoptflorida.org.
- The department was able to add 35 new adoption competency trainers in 2014.
- The greatest achievement regarding this objective is the fact that every Community Based Care Agency has at least one post adoption services counselor assigned the responsibility of responding to inquiries and providing support to adoptive families. Ten full or part time positions were added during 2013. Although four circuits do not have a designated full time position for post adoption services, two of the circuits are small and do not warrant a designated full time position and the other two circuits hired additional positions to assist the primary post adoption staff person with the responsibilities.
- During 2013, the National Resource Center for Adoption conducted a train the trainer session in Miami with their Adoption Competency curricula. The National Resource Center for Adoption gave the Department approval to utilize the Adoption Competency curricula as the foundation for the new pre-service curricula for all new adoption staff, including post adoption services staff.

Next Steps

Please identify what your objective's proposed next steps are for 2014 related to the five-year plan.

A workgroup will be established to address if new curricula needs to be added to the current Rutgers University curricula and a shorter version of the curricula for educational professionals.

Please identify what your objective's proposed next steps are for the next five-year plan, to be launched in July 2015.

Continue with all of the activities that have been initiated as a result of this objective during the five-year plan.