



**FOSTER PARENT
IMPLEMENTATION PLAN
2012**

RIGHTS

1. The right to be treated with dignity, respect, and consideration as a professional member of the child welfare team.

ChildServ holds in high regard the knowledge and skills of foster parents. Our policies, procedures, and staff training exemplify dignity, respect, and consideration of the challenging role of raising foster children. Professionalism in all of our interactions with foster parents is essential.

ChildServ builds upon these principles by supporting the foster parent advisory council (FPAC) and using foster parents as trainers. The FPAC is open to all foster parents who can attend meetings. FPAC members will be paid for their time commitment. Program staff assist FPAC with logistics while management staff provide guidance and solicit feedback from foster parents regarding their concerns and recommendations. FPAC will meet at least quarterly to provide a forum for addressing issues relating to the care of children, agency and DCFS policies, and program services to foster parents. FPAC can submit recommendations for changes related to the quality of care of children and recommendations to improve foster parent and agency relationships. To emphasize the dignity and worth of foster parents, ChildServ uses the assistance of experienced foster parents whenever possible in orientation meetings, media events and trainings.

Based upon input from foster parents, we formed the ChildServ Ambassadors for Foster Care and Adoption (CAFCA) in collaboration with the FPAC. This group of ChildServ foster parents help publicize the need for individuals and families to provide a safe home environment for children in DCFS substitute care. The role of CAFCA is important in carrying out ChildServ's mission to help Chicagoland's at-risk children and their families build, achieve, and sustain better lives.

CAFCA members are provided with resources which will assist them in recruiting and increasing awareness of the need for quality providers. We offer training to prepare them for recruitment events, speaking engagements and media appearances. CAFCA applicants are selected by existing foster parents and the licensing department. The ambassadors are provided with a financial stipend for their participation.

All foster parents are provided the FPAC handbook at orientation, which clearly outlines the function, role and responsibilities of council members and includes an organizational chart and council member application.

Foster parents are notified of scheduled meetings through our monthly training notification letters and emails. The same is true for the opportunity for foster parents to become a trainer for



the agency. Foster parents are provided a financial incentive for their membership on the council and for co-training. Foster parents are also surveyed about how ChildServ can improve our program.

A copy of the 2012 plan is mailed, emailed or personally delivered to all foster parents. A Spanish version will be available to all who need or request one. Licensing will provide a copy to all newly licensed homes. Case managers or licensing staff will also give a copy to all unlicensed relative providers. Foster parents who receive the plan are asked to sign an acknowledgement of receipt to be retained in the licensing file or unlicensed provider file. The plan is also available on our website and at every ChildServ office.

2. The right to be given standardized pre-service training and ongoing training to meet mutually assessed needs and improve the foster parent's skills.

ChildServ believes in the importance of preliminary and ongoing training and professional development of our foster parents.

All foster parents are provided with the yearly schedule of training at the beginning of the training cycle; the schedule is also available at each training event and foster parent meeting, and is included in foster parent bulletins. Training dates are scheduled to coincide with the mailing dates of foster parent payments so that those who attend have the added benefit of receiving their checks in person.

The 2012 calendar will include a reunification training. The reunification training will include topics such as developing a visitation plan between parents and caregivers, as well as teaching caregivers how to be parent educators during the visit.

Foster parents are polled individually for topics and suggestions for speakers to ensure that the training fits their needs. **At the conclusion of each foster parent training, providers are asked to complete an evaluation form which invites suggestions for future training topics. Additional feedback is obtained through our annual client satisfaction survey to evaluate the effectiveness of training throughout the year.**

ChildServ licensing staff refer prospective foster and adoptive parents to the Foster/Adopt Pride Pre-Service Pride Training administered by DCFS. Foster parents are also given information on the availability of Pride Module Training by the licensing staff. Foster parents are required to attend trainings based on policy and procedure. They can attend the training of their choice through DCFS, but are also encouraged to attend ChildServ monthly trainings to ensure continuity among providers. ChildServ also offers some on-line trainings. Foster parents can also utilize the DCFS training schedule to access in-service training requirements.

Foster parents are encouraged to participate in DCFS initiative trainings such as child trauma, reunification, and the sexual development of children responding to sexual abuse. ChildServ also offers monthly CPR and first aid trainings at several locations (5401 S. Wentworth, Chicago, Illinois and 4909 W. Division, Chicago, Illinois).



To better serve foster parents of the Burgos Placement Services Unit, ChildServ includes Spanish speaking staff to translate information during all scheduled training. Also, ChildServ has developed specific training modules towards our Spanish speaking only providers, which will provide information pertaining to community resources, DCFS policies and procedures, licensing expectations and other subjects.

In addition, foster parents are encouraged to utilize the DCFS Virtual Training Center (VTC) site to register and track their training hours. Through the VTC password-protected secure website, foster parents can view their transcripts. This resource is available for licensed and unlicensed foster parents. **ChildServ's licensing unit also tracks this information and routinely updates the foster parents' files using VTC data.**

ChildServ provides mandatory trainings for Project 90 and Teen Mom foster parents. Periodic surveys help staff assess foster parent interest in and availability for the program, and ascertain what resources are needed.

We encourage our staff to co-train with the foster parents by attending trainings. Supervisors also often attend and may make it an expectation that specific staff attend. Supervisors rotate responsibility among themselves for hosting the trainings at the various ChildServ offices. Administrative staff from the main office is similarly encouraged to avail themselves of the opportunity to be trained with our foster parents **to ensure that there is transparency within the agency for reciprocal communication.**

3. The right to be informed about how to contact the appropriate child placement agency in order to receive information and assistance to access supportive services for foster children.

An internal emergency response system is in place. To ensure 24 hour, seven day availability of emergency support, foster parents are provided with a **routinely updated** foster care phone list. The foster care phone list is also available at www.childserv.org. The list is organized to reflect the organizational structure and chain of command at each of our three program sites. It is the internal procedure of the agency to return calls within 48 hours. If more immediate response is needed, foster parents are encouraged to go up the chain of command and/or to contact the site office coordinator for assistance. Emergency pager numbers are on the list and on worker and supervisor voicemail messages, and pagers are carried by program supervisors on a rotational basis for two weeks at a time.

Due to the Spanish language requirement of our Burgos cases, **these caseworkers are required to respond to any emergency call after business hours; these calls will be assigned to the on-call Supervisor.** A separate list designating Spanish-speaking personnel is provided to these foster parents. During business hours, staff at any site can assist foster parents in making contact with the appropriate caseworker, supervisor or administrator. Staff assists foster parents in accessing emergency services either internally through ChildServ staff or externally through emergency services such as SASS/CARES (Crisis And Referral Entry System at 800/345-9049) or referral to a System of Care (SOC) provider. Emergency numbers are also included on the Placement Agreement form.



4. Foster parents have the right to receive timely financial reimbursement commensurate with the care needs of the child as specified in the service plan.

Foster parents can elect to pick up their reimbursement check at the office or have the check mailed the next business day. Foster parents receive their board payment in a timely manner. The payment amount is based upon the child's enrollment service type. We provide foster parents with a schedule of the distribution dates each fiscal year. Information on foster parent payment schedules is available at any foster care site and available at www.childserv.org and is published in the quarterly foster parent newsletter.

For approved additional expenses, such as camp and respite (for specialty programs, such as the Teen Mom Foster Care and Project 90 foster care programs), all requests for payment are submitted by the case manager and signed by the program director, vice president of programs and/or president; and upon approval, the finance department will promptly issue a check.

Foster parents, who have a concern about their monthly reimbursement or any monetary issue, are referred to the program director (773-239-8923) for prompt resolution of their payment concern. The issue will be addressed and a response tendered to the foster parent within 72 hours (three business days). Foster parents are notified in advance when there is going to be an adjustment to their board payment. The ChildServ internal appeal/grievance process is the avenue for foster parents to resolve payment issues.

To further assist foster parents with financial reimbursement, if a foster child damages the foster parent's property, the foster parent completes the foster parent reimbursement program claim form (CFS 851) with the department. This form will be provide to the foster parent during ongoing in-service trainings, and is also available in the newsletters and from the case manager or licensing coordinator. **Foster parents are eligible to receive financial reimbursement for foster children who qualify for the initial clothing and equipment stipend. Foster parents submit the receipts to the case manager; the case manager fills out the voucher, and then the check is mailed and/or hand delivered to the foster parent.**

ChildServ encourages foster parents to complete this form, attach receipts, and follow the instructions for potential reimbursement. A ChildServ case manager or licensing coordinator will aid foster parents in completing the form, sending the completed application to the department, and periodically following up on the status of the reimbursement.

5. The right to a clear, written plan concerning the placement of a child in the foster parent's home. Inherent in this right is the foster parent's responsibility to support activities that will promote the child's right to relationships with his or her own family and cultural heritage.

It is the practice of ChildServ to provide a safe, stable, and caring environment for all children in foster care placement. The purpose is to eliminate multiple placements of children which impede their development and permanency options. Foster parents are always encouraged to participate in the planning for their foster children by attending clinical meetings pertaining to the child's history, scheduling pre-placement visits and reviewing the child's service plan. ChildServ staff will complete the sharing information with the caregiver form (CFS 600-4). This form is



completed within five days of the child's placement. If the placement is an emergency placement, the caregiver may be informed verbally of the child's needs but the information must also be provided in writing. If any of the required information is not available at the time of the child's placement, it will be provided to the caregiver as it becomes available. The case manager must obtain signatures to verify that the information pertaining to the child has been disclosed. This form must be forwarded to the child's guardian ad litem within ten days according to the statutory requirement.

DCFS notifies the foster parents directly about administrative case reviews (ACRs), in which placement plans are discussed. In addition to the DCFS notification of scheduled case reviews, the ChildServ case manager notifies foster parents of scheduled reviews in writing as well as in person during home visits as part of the ChildServ Contact Verification Form. In addition, foster parents are encouraged to participate in the development of the plan to elicit feedback on the child's progress. This is part of our commitment to concurrent planning by case work staff and foster parents with children in placement.

In preparation for the ACR, the case manager will include the foster parents input in regards to the plan including visitation and allowable methods of communication. In order to keep foster parents fully informed as to the status of children in their care, it is the responsibility of the case manager to inform them promptly of any changes in the child's case plan or permanency goal. Foster parents are given a copy of any part of the plan for which they are responsible. Caseworker involvement of foster parents in the planning is documented on the home visit note/case entry note and in supervision documentation. Foster parents with children in therapy are invited to the agency quarterly treatment planning staffing to assist in planning for the child's future goals and objectives. At the end of the staffing they are requested to sign the staffing form indicating their understanding of, and/or agreement with, the plan.

ChildServ makes every effort to maintain placements to avoid trauma, except when it becomes necessary to move a child to a pre-adoptive home, to reunite with siblings, to move to a higher level of care, or to avoid the risk of harm. The staff is committed to working with foster parents to become skilled for the level of care the child requires. This means that a foster parent will be trained to accommodate a child's special needs when necessary in hopes of not disrupting the placement and causing further trauma.

In an effort to stabilize and maintain the placement the System of Care (SOC) is accessed immediately by agency staff as a case work practice. These SOC services are only available for home of relative (HMR) and traditional (TRAD) cases; however Project 90 and Teen Mom cases are not eligible for SOC services. SOC recommendations are then incorporated into the child's plan. If there appears to be a more complex problem concerning a child's ability to reside in a foster home setting other options are explored with the foster family and the Agency. A recommendation to increase a child's level of care through the Child and Youth Investment Team (CAYIT) meetings may be determined with the foster parent and the team to determine if a child is appropriate for a group home setting. Every effort is made to maintain a foster home placement.



In the event that a child is removed, ChildServ immediately evaluates the level of risk before issuing written notice of decision. This decision involves the program supervisor and the director to ensure appropriate action. When a foster parent submits a written notice of decision for the removal of a child, and SOC and other intercessions have been unsuccessful, and it is clear that a child cannot be removed within the 30 days, the foster parent must be notified in writing at least five days before the 30 day deadline. A staffing is also held with the foster parent within seven days after the notice of decision is provided to the agency and/or foster parent. The purpose of this staffing is to place the child in the least restrictive setting with the foster parent support and understanding. All parties (case manager, supervisor, the clinical team if applicable) involved shall be in attendance. A monitoring plan will also be implemented (once the parties agree) in the home for the client and the foster parent while the child remains in placement until an appropriate solution is made. The plan will be monitored weekly by the case manager and supervisor, in support of the foster parent.

Note: A case can also move toward a DCFS clinical staffing that will require both the foster parent and the agency to be present. The ultimate decision at that point about the child's removal will rest with DCFS clinical team. The foster parent and the agency will abide by the DCFS clinical decision concerning the removal of a client.

6. The right to be provided a fair, timely, and impartial investigation of complaints concerning the foster parent's licensure, to be provided the opportunity to have a person of the foster parents' choosing present during the investigation, and to be provided due process during the investigation; the right to be provided the opportunity to request and receive mediation or an administrative review of decisions that affect licensing parameters, or both mediation and an administrative review; and the right to have decisions concerning a licensing corrective action plan specifically explained and connected to the licensing standards violated.

All ChildServ licensing staff are trained on the rights of foster parents during their orientation, on-going staff meetings and DCFS provided training.

The agency also sponsors yearly trainings on licensing standards (Rule 402), the appeals process, and on legal issues in foster care, affording all staff and foster parents the opportunity to understand foster parents rights when there is an investigation. Foster parents are provided a Monthly Training Schedule. Licensing staff encourage foster parents to attend these trainings at home monitoring visits and through letters and phone calls. The licensing workers also review Rule 402 with licensed families every six months in their homes while conducting compliance/monitoring visits. Staff is trained at least semi-annually on the use of the forms. The attached Licensing Concern Form is used to initiate internal investigations when there is a concern that a licensing standard has been violated or there is a lack of compliance.

Licensing staff, at the last monitoring visit prior to recommending the issuance of a license, are required to review the rights of the foster parent in the event of an investigation. The appeals process is also covered and the DCFS brochure concerning investigations and appeals is left with them. Any current foster parents who indicate they have not yet received one will receive the



DCFS brochure by mail. When a foster parent obtains a license or transfers their license to ChildServ they are given a packet which includes a statement that they have reviewed those policies and understand procedures explained to them which they initial in the acknowledgment.

At the time of an investigation, foster parents are given a copy of ChildServ's Acknowledgement of Complaint Investigation and Declaration of Rights form, which is attached. Foster parents who are the subject of an investigation are told of their right to have an advocate present when the investigator informs them of the alleged violations and arranges the first meeting. The 30-day timeframe goal to complete an investigation is explained at that time. If they wish to have an advocate present, they are then asked to sign the Acknowledgement of Appearance form, also attached. They are told they have the right to appeal a decision against them through ChildServ's internal appeal/grievance process, as well as their right to appeal through DCFS without retaliation or undue influence from ChildServ. A copy of ChildServ's internal appeal/grievance policy (attached) is given to foster parents at the first meeting initiating a complaint investigation. The appeal/grievance policy is available in Spanish and English.

The right to appeal by foster parents applies also to any negative results with which they disagree or corrective action plan developed as the result of an investigation. They are informed in writing of this right when given a corrective action plan or informed of negative results from an investigation. ChildServ's grievance and appeal form (attached) specifies this is one of the appealable actions of the agency.

Foster parents are informed of investigation outcomes in writing, whether substantiated or unsubstantiated and the impact, if any, on their licensing status.

7. The right, at any time during which a child is placed with the foster parent, to receive additional or necessary information that is relative to the care of the child.

It is the practice of ChildServ to inform foster families of all known information concerning any child that may be placed in their care. ChildServ believes this will assist the foster home and the agency in determining the appropriateness of the home.

In addition to the information that is given to foster parents prior to or at placement (Sharing Information with the Caregiver Form and the Foster Parent Placement Agreement, Child Record Folder), new information will be provided to foster parents as it is obtained. The importance of providing all client information is stressed to all caseworkers during their orientation to the agency in conjunction with training on IEPA (Inter Ethnic Placement Agreement) and the use of client matching tools in determining appropriate placements for children. As new information is generated, it too is shared. Staff is held accountable through ChildServ's Foster Care Case Supervision Form and Foster Care File Check List, which documents activities on behalf of clients.

Case supervision occurs quarterly and bi-monthly/monthly on initial/new cases. Foster parents are encouraged to inform supervisors whenever they suspect that they have been misinformed or



under informed about a child's behaviors or history. ChildServ case workers are also orientated to information on placement and the foster parent implementation plan at all staff meetings.

ChildServ recognizes that foster parents who care for special needs children require clinical knowledge and background information necessary to meet the client's developmental needs. Foster parents are given written information on diagnosis and medication in easy to understand terms to help prepare them for the special needs child. These documents may include diagnostic symptoms, causal factors, diagnostic methods and clinical treatment methods. If a child is prescribed medication, detailed information on the prescription dosage, side effects, and general use are provided. Foster parents who care for children in our Project 90 and Teen Mom programs also receive ongoing training and supervision regarding diagnostic and medication issues. These foster parents are required to have 12 additional training hours each year; however, all foster parents regardless of their involved program are invited and encouraged to attend.

Foster parents and staff are trained on the DCFS medication policy, including those children that are under the medication supervision of ChildServ's contracted psychiatrist. These trainings are conducted twice a year.

8. The right to be provided with available information necessary for the proper care of the child in writing when a caseworker places a child in a foster home, with a prospective adoptive parent or prior to placement of the child.

ChildServ will provide all foster parents with the Foster Parent Placement Agreement prior to placement or at the time of placement. The Foster Parent Placement Agreement will list all known behaviors of the foster child. The case managers will work with foster parents to decide which behaviors should be reported to schools and the community at large. The foster parent must sign the Foster Parent Placement Agreement within five days of placement and a copy will be maintained in the child's folder and licensing folder, and a copy will be forward to the child's guardian ad litem.

ChildServ staff will complete the Sharing Information with the Caregiver form (CFS 600-4). This form is completed within five days of the child's placement. If the placement is an emergency placement, the caregiver may be informed verbally of the child's needs but the information must also be provided in writing. If any of the required information is not available at the time of the child's placement, it will be provide to the caregiver as it becomes available. The case manager must obtain signatures to verify that the information pertaining to the child has been disclosed. This form must be forward to the child's guardian ad litem within ten days according the statutory requirement.

ChildServ also provides each foster parent with a client record folder for each child that is placed in their care, upon placement. The folder consists of forms and child specific information such as medical, school, physical and personal maintenance, and service planning. Foster parents must sign that they received all information listed on the checklist. The caseworker has five business days to provide the foster parent with any documents not submitted at the initial placement, for emergency placements, the foster parent will receive as much information as possible at the time



of placement. The guardian ad litem will be forwarded the checklist for their review and signature.

Staff are held accountable through ChildServ's Foster Care Case Supervision Form and Foster Care File Checklist, which documents staff's activities on behalf of clients. Case supervision occurs quarterly and bi-monthly/on initial/new cases. Foster parents are encouraged to inform supervisors whenever they suspect that they have been misinformed or under-informed about a child's behavior or history. ChildServ case workers are also orientated to ChildServ's information on placement and the foster parent implementation plan at quarterly all staff meetings.

Information to be provided to the caregiver shall include:

- Medical history such as communicable diseases, immunizations, insurance and/or medical card information;
- Educational history: special education needs, Individual Educational Plan (IEP) and Individual Family Service Plans (IFSP)
- Child's portion of the service plan: visitation arrangements, case history, permanency goal, history of previous placement goals and reasons and legal history; and
- Other relevant information, including prior criminal history, behavior problems including fire setting, perpetration of sexual abuse, destructive behavior and substance abuse habits and likes and dislikes.

The case manager shall provide known information verbally as it becomes available and will provide the information in writing within five business days.

Foster parents are invited to child and family team meetings, court dates, administrative case reviews, and school staffings either in person, through telephone contact or U.S. mail.

Supervisory review and approval is required prior to providing any information to the foster parents or prospective adoptive parents. Staff is held accountable through ChildServ's Foster Care Case Supervision Form and Foster Care File Check List, which documents staff's activities on behalf of clients. Case supervision occurs quarterly and bi-monthly/monthly on initial/new cases and/or more frequently depending on case dynamics. Foster parents are encouraged to inform supervisors whenever they suspect that they have been misinformed or under informed about a child's behaviors or history.

ChildServ case workers are also orientated to ChildServ's information on placement and the foster parent implementation plan at quarterly staff meetings and are updated on placement information by quarterly reviews of family dynamics during a formal meeting with the supervisors as well as internal parties involved (i.e., other case managers/supervisors, case aides and case manager assistants).



9. The right to be notified of scheduled meeting and staffings concerning the foster child in order to actively participate in the case planning and decision-making process regarding the child, including individual service planning meetings, administrative case reviews, interdisciplinary staffings, and individual educational planning meetings; the right to be informed of decisions made by the courts or the child welfare agency concerning the child; the right to provide input concerning the plan of services for the child and to have that input given full consideration in the same manner as information presented by any other professional on the team; and the right to communicate with other professionals who work with the foster child within the context of the team, including therapists, physicians, and teachers.

DCFS notifies foster parents by mail about pertinent administrative case reviews (ACRs). As a back up to this DCFS notification, ChildServ case managers call foster parents to ensure they have been notified and encourage them to attend. As additional back up, ChildServ will also notify foster parents by mail of events to which they should attend. Staffings and visits are arranged by the ChildServ case manager and every effort is made to accommodate the caretaker's schedule. Supervisors require case managers to get signed acknowledgements from foster parents that they were notified of scheduled meetings; such as clinical staffings, child and family team meetings, CAYITs, and ACRs. This information is also documented on contact verification forms as well as child and family team meeting forms. Foster parents are invited to be a part of and accept trainings conducted by ChildServ on case reviews, service plan coordination, court proceedings, etc. to give them a better understanding of the process as well as what to expect. ChildServ encourages foster parents to provide their input on the client's progress as well as their suggestions to needed services for the client. This input is incorporated into the service plan.

The agency educational liaison trains foster parents on educational advocacy once per year. The agenda includes information on HealthWorks, IEP support and referral sources. All foster parents are invited and encouraged to attend so they remain informed and involved in the care of the child(ren) in their home.

Therapists hold quarterly clinical staffings on the individual treatment plans for each client receiving therapy. The therapist contacts the foster parent by telephone and mail to ensure they are informed of the staffing dates and times. In the event that formal staffings cannot be arranged to accommodate the caretaker's schedule, the case manager or clinical therapist will review the client service plan with the foster parent during the monthly home visit. A copy is provided to the foster parent, the caseworker and supervisor.

Case managers consult with the caretakers prior to establishing permanency goals and the subsequent development of service plans or clinical treatment plans. Case managers and foster parents work together to assess current functioning of the client, outline strengths and deficits, and explore service options. A plan is then developed encompassing the needs of both children and their foster families. A copy is provided to the foster parent and evidence of foster parent involvement is documented in case notes foster care case supervision forms, and by foster parent signature on treatment plans for all clients involved in therapeutic services.



10. The right to be given, in a timely and consistent manner, any information a caseworker has regarding the child and the child's family which is pertinent to the care and needs of the child and to the making of a permanency plan for the child. Disclosure of information concerning the child's family shall be limited to that information which is essential for understanding the needs of and providing care to the child in order to protect the rights of the child's family. When a positive relationship exists between the foster parent and the child's family; the child's family may consent to disclosure of additional information.

It is the practice of ChildServ to ensure that prospective foster parents are informed of a child's specific needs that address the direct care of a child in placement.

At the time of intake, the case manager and/or intake coordinator informs the foster parent of any information that is available regarding the child, such as medical history, educational history, the child's portion of the service plan (including visitation arrangements), child's legal status, reasons for placement changes and other relevant background information on the child, which is applicable to their care and needs. Information regarding the child's family is limited to that information essential for understanding the needs of the child and participation in the treatment team. The case manager also updates foster parents regularly during scheduled visits to the home. ChildServ's placement agreement indicates that as new information becomes available, ChildServ staff and foster parents will mutually share that information.

Whenever a case manager places a child with a foster parent, the worker shall provide available information necessary for the proper care of the child in writing to the foster parent. In case of an emergency placement, the worker shall provide this information verbally as it becomes available and subsequently provide this information in writing. At any time that information is released to the foster parent; the supervisor will review the documentation and give approval.

Foster parents who accept children with special needs on a non-emergency basis are invited to attend a pre-placement clinical staffing. The case manager, supervisor, the clinical therapist, and other professionals as needed are available to provide in depth information and treatment goals reflecting the child's psychological, educational, or medical needs.

The case manager and the foster parent sign the Sharing Information with the Caregiver form (CFS 600-4) Placement Agreement. The supervisor also must sign it to ensure that all known relevant information about the child has been shared with the foster parents.

11. The right to be given reasonable written notice of any change in a child's case plan, plans to terminate the placement of the child with the foster parent, and the reasons for the change or termination in placement. The notice shall be waived only in cases of a court order or when a child is determined to be at imminent risk of harm.



It is ChildServ's practice to ensure that foster parents are a part of the team when it comes to placement decisions concerning a child they are caring for. The purpose is to eliminate breakdown in communication and unplanned moves.

In case of a planned termination of placement, the case manager or supervisor notifies the caretaker, in person or by telephone, of the placement decision and rationale behind it within 24 hours of the decision being made. In addition, a notice of decision is provided by certified mail and in person. The notice is waived if there is imminent risk. The letter includes a copy of the publication "Your Right to Appeal" which outlines procedures for case review by the administrative law judge. Licensing staff is also available to work with caretakers who wish to exercise the appeals option.

The exception to the **Notice of Change of Placement** (CFS151) provision is if the change is not in the children's best interest, as determined by supervisory and/or director or above approval, or in the case of an emergency move. In any case, sufficient, if not timely, notice will be given in all cases.

12. The right to be notified in a timely and complete manner of all court hearings, including notice of the date and time of the court hearing, the name of the judge or hearing officer hearing the case, the location of the hearing, and the court docket number of the case; and the right to intervene in court proceedings or to seek mandamus under the Juvenile Court Act of 1987.

Foster parents are provided with training (both pre-service and ongoing) which outlines juvenile court procedures. Their roles, responsibilities, and rights as specified by the Juvenile Courts Act are reviewed with them at that time. Our training includes representatives from either the public guardian's office or DCFS legal who are qualified to provide a thorough explanation of the process. The agency attorney may also provide training in these areas to foster parents.

In addition to written notice provided by DCFS, case managers keep foster parents informed of upcoming court hearings through home visits, telephone contact, email and mail. Specific and detailed information is also given including dates, times, docket numbers and the motion being heard in order to help facilitate foster parent attendance, participation and emphasize their right to be heard.

ChildServ supervisors and/or directors attend juvenile court meetings with DCFS as well as the Chief Presiding Judge. Supervisors and directors receive e-mail "ticklers" with court information from DCFS legal and these are forwarded to the appropriate workers to ensure that all caseworkers are informed of court dates and have undertaken appropriate planning including inclusion of foster parents in court preparations. Supervisors regularly ensure that staff is being held accountable through regular supervision meetings and the Foster Care Case Supervision Form as well as a SACWIS supervision contact note.

13. The right to be considered as a placement option when a foster child who was formerly placed with the foster parent is to be re-entered into foster care, if that placement is consistent with the best interest of the child and other children in the foster parents home.



It is ChildServ's practice and commitment to offer a child's former foster parents the opportunity to have a child/adolescent placed back into their care, if the child re-enters DCFS custody. The purpose of this is to provide continuity of care to the child/adolescent, to decrease the impact of trauma caused to the client.

Foster parents have the right to be considered as a placement option when a foster child formerly placed with the foster parent(s) re-enters foster care. Returning children are identified through ChildServ's database system, which tracks open and closed cases. This database system allows staff to access the child's placement history and locate information on the child's previous placement. ChildServ's intake coordinator is the central person for reviewing this information before placement and for initiating the process of assessing former placements. If the agency becomes aware that a new intake was previously a Childserv client, then the intake coordinator locates information on the child's prior placements and forwards that information to the director for her consideration.

When a child re-enters the system, the placement services team (program director, program supervisor, intake coordinator, case manager) will meet to determine if any prior foster home can meet the child's current needs. If there are foster children currently placed in the foster home, the management team also considers whether or not the placement would be in the best interest of those children as well.

Matching of the child to the previous home follows all IEPA standards including the use of the Caregiver Matching Tool, which requires discussing the current needs of the child and having a dialogue with the previous foster parent to determine if they can meet those needs. A staffing with the clinical team will also occur to ensure that all of the family's needs are identified and services put in place if needed. The foster parent will be a part of this process to determine needs will sign the DCFS full disclosure form Sharing Information with the Caregiver to verify that all parties are aware of the case history, child's needs and obligations. Follow up staffing will occur quarterly.

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1. The right to have timely access to the child placement agency's existing appeals process and the right to be free from acts of harassment and retaliation by any other party when exercising the right to appeal.

All foster parents licensed through ChildServ attend Pride Training, where they receive information on the DCFS appeal system. Also, ChildServ developed an internal appeal/grievance procedure. This procedure has been approved by the Council on Accreditation and the Child Welfare League. Once a year, ChildServ provides training for foster parents on both appeals processes. ChildServ foster parents receive the appeal brochure in the mail every January. When new foster parents are licensed throughout the year staff distribute copies upon licensure of the new foster home. Additionally, ChildServ's internal appeal/grievance policy is posted on our website at www.childserv.org under the "legal" section. The policy is posted in Spanish and English. In 2008, ChildServ developed a summary version of the internal appeal/grievance policy that is reader-friendly for foster parents and staff.

ChildServ's internal appeal/grievance policy states that the foster parents' right to exercise their appeal-rights will not result in any retaliation from the agency. ChildServ's quality improvement



department, as an independent body, will review each grievance and interview the parties involved to ensure retaliation is not taken against the foster parents. The foster parents are informed of this right when the appeal/grievance procedure is explained to them. (See attached).

If, at any time, the foster parent is dissatisfied with the decisions made (and the concerns were not adequately addressed with the worker, supervisor, and the director), the foster parent may voice concerns through ChildServ's appeal/grievance process. The foster parent may file an appeal/grievance in writing or verbally, if writing is difficult for the foster parent. A ChildServ staff member will assist the foster parent if needed. The foster parents may request the appeal process to be conducted in their primary language.

Prior to filing an appeal/grievance, the following steps must be taken:

- Meet with the worker to discuss the concerns. If the situation is not resolved to the foster parent's satisfaction,
- Meet with the supervisor to discuss the concerns. If the situation is not resolved to the foster parent's satisfaction,
- Meet with the program director to discuss the concerns. If the situation is not resolved to satisfaction the foster parent may file an appeal/grievance.

All discussions regarding attempts at resolution of the concerns will be documented on a case note entry and placed in the file. If the concerns were not addressed to the foster parent's satisfaction through the worker, supervisor, and director they can file an appeal/grievance. An additional copy of this policy will be provided to the foster parent. DCFS also has a separate appeal/grievance process that the foster parent can utilize. ChildServ will provide the foster parent with the DCFS policy at the same time that they receive the ChildServ policy.

In order to file an appeal/grievance, the following must occur:

- This action must be taken within ten working days of the date that the decision or action was decided.
- The foster parent must document in writing the nature of the problem (why they are dissatisfied) and what the foster parent would like to see happen in the situation. The foster parent must mail the appeal/grievance to: ChildServ, Vice President of Programs, 8765 West Higgins Road, Suite 450, Chicago, Illinois, 60631.
- The vice president of programs will acknowledge that the appeal/grievance has been received. The foster parent will be notified in writing.
- The vice president of programs will notify the president/CEO of the appeal/grievance in writing (on the "Internal Service Appeal Request" form) and attach the written appeal/grievance.

The process:

- In most cases, a hearing will be scheduled within ten working days after the request is received. Any planned agency decision in the case (unless it is of an emergency nature) will not be made until after the hearing.
- The appeal/grievance will be heard by a panel of at least two people appointed by the president/CEO of ChildServ. The panel will be made up of at least one person from the administrative level that is not from the same department that the appeal/grievance is from.
- The panel will receive a copy of the completed internal service appeal form.



- The panel will receive a written report from the staff involved. The report will contain (at the minimum): basic case information and details of the decision or action being appealed.
- The foster parent will in general represent themselves but can have a spokesperson or attorney attend if they wish.
- The foster parent can withdraw an appeal/grievance at any time during this process.

The panel will then send a report with a recommendation to the president within ten working days after the hearing. The foster parent will be notified of the president's final decision by certified mail within 20 working days of the president's receipt of the final report from the panel.

Dated copies of ChildServ's written letter acknowledging the appeal/grievance, the panel's final report, and the president's response to the appeal/grievance are sent to:

- The vice president of programs
- The foster parent record
- The director of quality improvement

Appeal through DCFS:

In the case that an appeal/grievance is filed through DCFS, the nature and outcome of the appeal/grievance will be documented in the case record. All documentation will be on the "Service Appeal request to IDCFS" form. A copy of the documentation will also be sent to the director of quality improvement.

Reporting of ChildServ appeal/grievances

- A record of appeals/grievances and other related documents are reviewed and reported on a quarterly basis by the director of quality improvement.
- The report generated by the director of quality improvement will then be distributed to agency administrators.
- ChildServ's president/CEO will report on the pattern of service appeals/grievances to ChildServ's board of trustees.

Program Specific (Adoption)

Complaint Registry #: 1-800-232-3798 License #: 012033
Statewide toll-free Adoption Agency #: 1-800-572-2390

- ChildServ shall initiate an investigation of complaints received within two business days;
 - Shall maintain written documentation of all complaints received by the agency;
 - Shall report the outcome of its complaint investigation in writing to Departments Regional Licensing office or DCFS licensing representative within 10 business days after complaints are received;
 - Retaliation against the person making the complaint is prohibited;
 - A member of management level staff shall be designated to accept consumer complaints;
- and
- Resolutions of all complaints shall be reported to the agency board of directors at its next meeting

Client rights:



- The agency's policy and procedures shall be provided in writing to prospective clients; including biological parents, adoptive parents and adoptees that it has served, at the earliest time possible. In the case of biological and adoptive parents, prior to placement or prior to entering into any written contract with the clients
- Receipt of a copy of the agency's policy and procedure shall be signed and dated by the client and witnessed, and a copy shall be maintained in the client's file.

ChildServ's quality improvement department has revised the ChildServ internal appeal/grievance procedure to be inclusive of any form of complaint related to services of fair treatment. The foster parents are informed that any suspected violations of the plan can be grieved through the ChildServ appeals/grievance process. This grievance process is to be used by foster parents only for grieving alleged violations of the foster parent law that are not covered by an already existing grievance or appeal process. For example, it cannot be used to address issues that are covered by the service appeal process, the appeal process for indicated cases of child abuse and/or neglect, the process for appealing licensing investigation findings or license revocations.

15. The right to be informed of the Foster Parent Hotline established under Section 35.6 of the Children and Family Services Act and all of the rights accorded to foster parents concerning reports of misconduct by Department employees, service providers, or contractors, confidential handling of those reports, and investigation by the Inspector General appointed under Section 35.5 of the Children and Family Services Act [20 ILCS 520/ 1-15]

Brochures on the Office of the Inspector General are publicly available at all offices conducting foster care provided that sufficient supplies are available for distribution. Training is also offered annually to foster parents on internal and external appeals process including information on how to contact the office of the inspector general. The position of inspector general was established in 1993 to help improve the child welfare system and to rejuvenate DCFS employees, foster parents, private agencies, foster children and their biological families.

The office of the inspector general investigates complaints that involve child welfare services. The phone number for the office of inspector general (OIG) is 312-433-3000. The phone number for the DCFS advocacy office is 1-800-232-3798. Foster parents are encouraged to use the agency's appeal/grievance procedure prior to contacting the advocacy office or the OIG.

RESPONSIBILITIES

1. The responsibility to openly communicate and share information about the child with other members of the child welfare team.

Communication between agency personnel and foster parents is critical to successful placement of children. ChildServ establishes and exemplifies high standards for open communication beginning with our information and orientation meetings.



- Our licensing and case management staff provides a thorough overview of roles and responsibilities of foster parenting. Throughout the orientation process information detailing the process and what is needed to become licensed is consistently emphasized. We use case examples of how good communication contributes to successful outcomes for families throughout the information process.
- As stated before, all families seeking an initial license are sent to Pride Training.
- As a part of the DCFS Licensure process, all families seeking an initial license must attend Pride Training. Relative providers have the option of completing the first six hours of Pride Training session or DVD, however the entire pride curriculum is recommended.
- The attached placement agreement is used to explicitly state expectations of foster parents and to list problem behaviors of children to be placed. As part of that agreement, foster parents will share information on newly observed behaviors. Collaboratively, both the foster parent and case manager sign a document which identifies and assigns each task that need to be completed.
- The matching tool is also used to document and provide full disclosure about a child's special needs as well as the appropriateness of the home and the foster parent's ability to care for the child based on the child's needs.
- ChildServ also provides each foster parent with a client record folder at the time of placement for each client that is placed in their care. The folder consists of forms and child specific information such as medical, school, physical and personal maintenance, and service planning. Foster parents must sign that they received all information listed on the checklist. The caseworker has five business days to provide the foster parent with any documents not submitted at the initial placement. In addition, the guardian ad litem will be forwarded the checklist for their review and signature.

Information to be provided to the caregiver shall include:

- Medical history, such as communicable diseases, immunizations, insurance and/or medical card information;
 - Educational history: special education needs, individual educational plan (IEP) and individual family service plans (IFSP)
 - Child's portion of the service plan: visitation arrangements, case history of child (how the child came into care), permanency goal, history of previous placement goals and reasons and legal history;
 - Other relevant information, including prior criminal history and behavior problems including fire setting, perpetration of sexual abuse, destructive behavior and substance abuse habits; plus likes and dislikes.

Caregivers are asked to sign receipt of the document within five days.

In the case of an emergency placement and/or when all of the above reference information is not available, the ChildServ case manager shall provide known information verbally as it becomes available and will provide the information in writing within five business days.

Foster parents are encourage to attend case reviews, court dates, integrated assessments, child and family team meetings as well as clinical meetings to discuss issues or resources for the



minor. It is ChildServ's responsibility to ensure that foster parents are informed via letter, email or verbally of these meetings. ChildServ encourages foster parents to also request clinical meetings for additional support; this must be requested in writing to the case manager or licensing coordinator explaining the issues and/or concerns.

At ChildServ's information/orientation meetings for prospective new foster and adoptive parents, the DCFS requirement that licensed foster parents need at least sixteen hours of training to be re-licensed is thoroughly discussed, and ChildServ's monthly training opportunities are announced. Our six-month foster home license monitoring form has a section assessing the foster parents' participation in training. This allows for early identification and remediation of training needs issues.

2. The responsibility to respect the confidentiality of information concerning foster children and their families and act appropriately with applicable confidentiality laws and regulations.

Foster parents understand and accept that all personal or identifying information concerning the foster child, including, but not limited to his/her background, his/her family, and the identity and location of all other persons or families with whom he/she has been or will be placed, shall be treated as confidential. In the placement agreement foster parents sign their agreement to maintain confidential critical case information.

ChildServ provides two additional methods of clarifying and informing foster parents of their responsibilities related to confidentiality. A least once a year we communicate information via the ChildServ newsletter which details the DCFS rule regarding confidentiality. In addition, ChildServ provides foster parents and staff ChildServ's internal policy and procedures on confidentiality and release of information. This material is made user friendly and includes case examples to clarify concepts. We also provide formal trainings several times throughout during the year in which confidentiality is repeatedly emphasized. Through both methods we make available the Confidentiality Act. This information is also posted on our ChildServ website. In addition, there is a section on the licensing monitoring form which discusses the department confidentiality policy and is addressed by the licensing coordinator.

3. The responsibility to advocate for children in the foster parent's care.

It is the practice of ChildServ to ensure that foster parents are trained and informed about the state guidelines in the area of educational provisions. The purpose of this is to empower the foster parents to advocate for children placed in their care.

Educational advocacy is a required component of all licensed foster parents training. The agency employs an educational liaison whose responsibilities involve educational advocacy and tracking on behalf of children. They help the foster parent to be accountable as well as assisting them with school related issues.

It is the responsibility of the case worker to ensure that foster parents are fully informed about the services available in or through a child's school such as, understanding a child's special needs, knowing a child's rights, participating in meetings to determine eligibility and the



individualized education program (IEP) meetings. It is the foster parent's right to ask questions and voice concerns when unsure of terms, language, the appropriateness of a child's program, the schools recommendations, etc.

It is also a caseworker's responsibility to provide foster parents and/or schools with the following enrollment documentation in order to facilitate enrollment and ensure schools are aware of the educational/developmental services a child may currently need as well as services that were in place in a previous district.

Educational advocacy is an annual mandatory training offered by ChildServ. The educational advocacy training is also a mandatory part of the pre-service monthly training curriculum. The foster parent law/service appeal/licensing standards training will be offered annually. This training is facilitated by the director of QI and members of the licensing team. The educational liaison of ChildServ provides advocacy services to all foster parents, keeping them updated on trends and policy changes. Educational liaison is available to all foster parent service appeal information will be provided to foster parents through annual training and brochures. A copy of this plan with ChildServ's appeal/grievance procedures as an attachment is mailed to all foster parents. Foster parents are notified in advance by telephone and mail of client related staffings, ACRs, placement reviews, case conferences, IEP meetings and court hearings.

4. The responsibility to treat children in the foster parents care and the children's family with dignity, respect, and consideration.

The foundations of mental health and well being of a child placed in foster care must be rooted in dignity, respect, and consideration. ChildServ establishes and maintains high standards for the treatment of children and trains foster parents on these ideals in orientation meetings and ongoing at our monthly training events. ChildServ also offers training on cultural sensitivity, which emphasizes this issue. Foster parents have the ability to provide feedback on training needs and concerns.

Case managers are responsible for ensuring children in placement and families are treated with dignity and respect through regular home visits, individual interviews with clients and consultation with the child's school. Feedback is also gathered through ChildServ's foster parent advisory council. Each ChildServ department also maintains a quality improvement team to address identified issues and implement plans for improvement.

5. The responsibility to recognize the foster parent's own individual and familial strengths and limitations when deciding whether to accept a child into care; and the responsibility to recognize the foster parent's own support needs and utilize appropriate supports in providing care for foster children.

The foster care licensing and case management team members take on a variety of roles to assess the strengths, challenges, and limitations of our foster parents. This assessment begins at orientation meetings as we challenge parents to examine their motivations, appraise bias, and examine parenting skills. The licensing representatives conduct a further assessment at their initial home visits. The licensing monitoring form provides an opportunity to ask more formal



questions on strengths and limitations, this is used to make our determinations regarding licensure, placement, and training needs. The case manager and case aides who have regular interactions with foster parents take an active role in assessing skills and use supervision to discuss and make recommendations to ensure foster parents are able to provide care to our children. Supports through respite, transportation, placement stabilization services and training are offered when the dynamics of good care may be in jeopardy or appear needed. In some cases, a foster parents own physical condition may be deteriorating requiring the agency to seek additional assessment or supports. ChildServ makes every effort to provide the level of support necessary to maintain placements.

ChildServ's Quality of Care Statement. The licensing representative executes this instrument when the information is needed for assessment purposes. At six-month monitoring we review the foster parent strengths and weaknesses and recommend areas of improvement as well as progress.

- Our placement availability list contains a comment section that specifically spells out the foster parent strengths. This information is gathered from the foster parents, case managers, and licensing staff. Foster parents are encouraged and supported toward taking special needs children. ChildServ uses the DCFS Child Caregiver Matching Tool as another means of assessing foster parent strengths.
- ChildServ's training and quality improvement departments have adopted a training evaluation for the purpose of assessment of the training content and its usefulness to foster parents. Foster parents are also given the opportunity to give suggestions for additional training. In addition, foster parents can also email their suggestions and/or feedback to a confidential email address fosterparents@childserv.org, which is only reviewed by the director of placement services.

6. The responsibility to be aware of the benefits of relying on and affiliating with other foster parents and foster parent associations in improving the quality of care and service to children and families.

It is ChildServ's practice and commitment to ensure foster parents are aware of the various support groups that assists them in their ongoing support of children and families.

ChildServ promotes a multifaceted approach to encouraging our foster parents to network with other foster parents and organizations.

Our agency presently uses the FPAC and CAFCA to develop and implement networking opportunities for the care takers and to recruit applicants within the community. In addition, a foster parent newsletter is circulated on a quarterly basis to inform foster parents on up-coming events. Conferences, training opportunities, adoption information and special events promoted by DCFS, foster parent associations, and other entities are listed. In addition, ChildServ encourages and sponsors foster parent attendance at DCFS promoted foster parent events. This will continue under the present plan.



During foster parent meeting and orientation FPAC and CAFCA members encourage other foster parents to get involved to promote unity and being part of the professional team by networking and building relationships. Communicating through email has been a strong component to engage other foster parents and sharing community resources. FPAC and CAFCA work toward engaging more Hispanic foster families to become members of these groups

ChildServ's grand family support program provides special networking and affiliating opportunities for its foster parents who care for their own grandchildren. This service may be expanded to accommodate foster parents from other agencies as well.

7. The responsibility to assess the foster parents ongoing individual training needs and take action to meet those needs.

ChildServ's training department uses a training evaluation to assess the training content and its usefulness to foster parents. Foster parents are given the opportunity to give suggestions for additional training. The case management team conducts staffings with foster parents when a training deficit is identified. Corrective action plans are developed to address the individual training needs, which are identified through the department in-service training, ChildServ training curriculum, ChildServ e-learning trainings, web based foster parent trainings and community based trainings. The licensing coordinator is responsible for providing these training resources that specifically address individual ongoing needs.

Information on the PRIDE Modules is provided to all foster parents on a general basis and additionally when an individual training need is identified.

8. The responsibility to develop and assist in implementing strategies to prevent placement disruptions, recognizing the traumatic impact of placement disruptions on a foster child and all members of the foster family; and the responsibility to provide emotional support for the foster children and members of the foster family if preventive strategies fail and placement disruptions occur.

It is the practice of ChildServ to offer a planned transition when moving a child to a new home due to foster home disruption or transfer. The purpose of this is to minimize the negative impact of placement disruption of children, to ensure that children are placed in a safe, stable and nurturing environment.

It is our goal to maintain and stabilize children in their placement and to implement prevention strategies, whenever a change in placement is suspected or threatened. ChildServ begins the process of placement stabilization **when conducting an immediate child family team meeting to address concerns surrounding what could potentially threaten the placement. During this meeting the following parties are included: foster parents, foster parent advocates case manager, foster care supervisor, licensing team, therapist, GAL and any other professional stakeholders. The meeting will consist of identifying the problem, discussing the group input to develop a strategy to stabilize the placement and create a plan to meet the needs of the child. In addition, provide the foster parent with support and alternative solutions to aid them in meeting the child needs to secure the placement.**



Whenever there is a threat of a placement disruption, which does not include situations of imminent risk or harm, ChildServ will contact SOC and facilitate a family meeting with the therapist, case manager, licensing representative and supervisor, at the foster parents home, in an effort to stabilize and address the situation threatening the placement disruption and will also put a plan in place to address the crisis. ChildServ also increases visits to the foster home, to monitor the plan put in place to address the crisis. Additional services, such as a referral to systems of care (SOC), respite services, clinical staffing, 24 hours access to staff and emergency telephone numbers including ChildServ's after hours emergency pager number, as well as telephone numbers to cares lines and SOC providers (800-345-9049). Throughout the child's placement, on-going assessments, interventions, and referrals for services are also provided by the case manager to insure the health and well being of the children and their families. Case supervision is also utilized to identify, at an early stage, possible placement disruption. The foster care case supervision form has been revised to clearly identify those cases where a worker and supervisor may feel that a placement is at risk of disruption.

A recommendation to increase a child's level of care through the child and youth investment team (CAYIT) meetings may be determined with the foster parent and the team to determine if a child is appropriate for a group home setting. Every effort is made to maintain a foster home placement.

ChildServ requires foster parents to complete the department behavior log to document behavioral changes. ChildServ encourages foster parents to communicate their concerns with the case manager during monthly visit, via phone calls, emails as well as the licensing coordinator for additional support. ChildServ also encourages foster parents feedback regarding any concerns or suggestions via an email account set up specifically for them fosterparents@childserv.org. which is managed by the director of placement services.

If the prevention strategies put in place do not result in the stabilization of the placement and a change in placement is inevitable, ChildServ will facilitate a careful move, with the cooperation of the foster parents, to assist the children in this transition.

The agency will also secure all required placement change documentation (i.e. notice of change of placement), prior to a change in placement. Only parents whose rights have not been terminated via the courts, will be notified of any changes in their child's placement.

9. The responsibility to know the impact foster parenting has on individuals and family relationships; and the responsibility to endeavor to minimize, as much as possible, any stress that results from foster parenting.

ChildServ provides training a minimum of once per year on stress management.

Respite services are available to the foster parents in case of a family emergency or to assist in stabilization of the placement. Foster parents who wish to put their home on hold for placement are registered in the foster parents information system (EVOLV) as such. We also notify the DCFS placement clearance desk when necessary.



Foster parents are provided information and opportunities to participate in support groups and the ChildServ FPAC. Foster parents can access counseling services through the agency or be referred to another for service. All members of the case management team are responsible for assessing the stress of foster parents and ensure that services are made available to assist families when needed.

10. The responsibility to know the rewards and benefits to children, parents, families, and society that come from foster parenting and to promote the foster parenting experience in a positive way.

ChildServ's brochure on the licensing and adoption process presents both programs as a rewarding experience. It is uplifting with many images of smiling children and parents. ChildServ has also honored individual foster parents and their achievements on the ChildServ web site.

ChildServ believes that among the best methods of promoting foster care as well as recruitment of new foster parents is word of mouth by foster parents themselves. ChildServ works diligently to retain foster parents and provides them with the information and support to encourage others to provide foster care. To this end ChildServ will continue its program of offering a cash incentive to foster and adoptive parents that recruit others who become licensed foster parents and accept a child into placement.

In addition, ChildServ staffs are using the information from department surveys on foster home utilization to assist us with placement and recruitment planning.

- ChildServ also provides assistance to willing foster parents in preparations to promote foster care within their local church and community groups.
- We celebrate with a special recognition event held every May in conjunction with National Foster Parent Appreciation Month. We present awards and recognition at this annual event, which demonstrates ChildServ's appreciation for our foster parents. The annual luncheon is planned by ChildServ staff and FPAC and **CAFCA members**. This event is designed to bridge gaps, offer fellowship and meet and greet opportunities with ChildServ administration, and build positive relationships. Foster parents are recognized with awards for their commitment.
- ChildServ's FPAC and **CAFCA groups** will continue to identify additional strategies for positive public relations. Foster parents are provided with information to share with prospective foster parents, community, religious and civic groups. All foster parents receive regular newsletters from the state and from the agency on statewide foster care issues and events for their participation and are invited to participate as co-trainers of foster parents alongside ChildServ staff. Foster parent news is also often prominent in ChildServ's internal newsletter.
- ChildServ will continue to announce the availability of its plan to the public as another means of positively promoting foster care. ChildServ welcomes public scrutiny and accountability. The plan is posted on ChildServ's web site (www.ChildServ.org) under the foster parent law section.



11. The responsibility to know the roles, rights, and responsibilities of foster parents, other professionals in the child welfare system, the foster child, and the foster child’s own family.

The foster/adopt pride pre-service training and other foster parent trainings outline the roles and responsibilities of each member of the professional team. ChildServ’s FPAC plays an additional role by providing feedback to management staff who can then work to incorporate their feedback into training and supervision of the team when indicated.

It is the mission of the FPAC to govern the agency’s foster parent implementation plan, its objectives and goals, thus ensuring that foster parents are a part of the team and have a voice in planning.

In addition, ChildServ’s director of placement services and the case manager supervisors meet annually with foster parents to provide clarity regarding our expectations for our working relationship and to discuss ways to enhance the partnership between ChildServ and the professional team. It is a goal of FPAC and CAFCA to make the entire group of foster parents more efficient and effective in serving foster children and their families.

12. The responsibility to know and, as necessary, fulfill the foster parents responsibility to serve as a mandated reporter of suspected child abuse or neglect under the Abused and Neglected Child Reporting Act; and the responsibility to know the child welfare agency’s policy regarding allegations that foster parents have committed child abuse or neglect and applicable administrative rules and procedures governing investigations of those allegations.

As part of the initial home study and evaluation process, the licensing team reviews with foster parents the provision of The Abused and Neglected Child Act that specifies their status as mandated reporters and their role in assuring occurrences involving abuse, neglect and sexually aggressive and/or problematic behaviors are reported immediately to ChildServ staff. Documentation for the file includes the acknowledgement of mandated reporter status form, which all caretakers sign.

In addition, foster parents receive a reminder during the yearly licensing standards training session. This training is part of our ongoing foster parent training curriculum wherein foster parents are educated on their responsibility as mandated reporters. The training provides information for foster parents on what to expect when allegations are made as well as the rules and regulations governing such allegations. Violations of the mandated reporter status are subject to a complaint investigation by ChildServ and are not tolerated.

13. The responsibility to know and receive training regarding the purpose of administrative case reviews, client service plans, and court processes, as well as any filing or time requirements associated with those proceedings; and the responsibility to actively participate in the foster parents designated role in those proceedings.



ChildServ offers training to foster parents on administrative case reviews (ACRs) and client service plans through our on-going training curriculum. The training emphasizes the role of foster parents as part of the child welfare team and stresses the importance of their input. Foster parents are encouraged to attend ACR's and are included in developing the service plan. Foster parents are encouraged to participate as part of a treatment team and are asked to provide input in the planning for the child's permanency goal through participation in court hearings as well as ACR's.

14. The responsibility to know the child welfare agency's appeal procedure for foster parents and the rights of foster parents under the procedure.

ChildServ offers foster parent training at least once per year on the appeals process and foster parents right's concerning appeals. Both our own internal procedure as well as the DCFS appeal system is covered in the training. Brochures and information are made available on-site as needed and mailed out at least once per year.

- DCFS appeal procedures brochure are discussed and provided to the foster parents as a part of the pride training schedule and should be reviewed periodically.
- ChildServ offers trainings annually on the appeal process. The brochure and procedure will be a part of the foster parent handbook that is distributed annually. A copy of the appeal/grievance policy is available at all sites and at www.childserv.org.
- Licensing staff will review the handbook during home visits.
- The agency's appeal process is a part of regular monthly discussions during foster parent trainings.

Foster parents are responsible for reporting any concerns about the appeal procedures to ChildServ.

The agency will directly assist the foster parent with any appeal proceedings and encourage foster parents to invite supportive persons to appeal proceedings.

15. The responsibility to know and understand the importance of maintaining accurate and relevant records regarding the child's history and progress; and the responsibility to be aware of and follow the procedures and regulations of the child welfare agency with which the foster parent is licensed or affiliated.

During the initial licensing process foster parents are informed of the need to keep accurate and complete records for each child, including medical/dental records, health passport, school records, overnight visits, visits with biological family, out of state travel, unusual incidents (accidents, injuries, behavior problems), and receipts for expenditures related to the child (e.g. clothing, toys, school and recreational fees, etc.). Foster parents are provided with a client record folder, which was revised for this 2012 plan to include all aspect of foster parent law #8 (formerly #7.5). It is kept in the foster home and is accessible to the case manager to review during the monthly visits. Folders and binders for storage will be provided for each child through ChildServ.



The monthly foster parent bulletin specifically addresses at least one policy/procedure in every issue, such as money management and placement disruption. Caseworkers, supervisors, and foster parents are encouraged to submit ideas for information to be shared in this format.

During the annual procedures training, which are presented to all foster care sites on different days to maximize participation, foster parents are encouraged to keep receipts for expenditures for foster children. Record keeping will be reviewed during licensure, monitoring and renewal to ensure it is being completed accurately and appropriately. ChildServ requires that foster parents maintain records (as applicable to their foster child) for each of the following areas:

Service Plan/Visitation

Foster parents are encouraged to participate in the development of the client service plan, which includes tasks for themselves and the client(s) in their home. Foster parents are invited to the semiannual case review and are encouraged to bring the client. Foster parents are encouraged to be a part of visitation planning and as well as establishing a rapport with the parent(s) to aid in obtaining a successful reunification if applicable. Foster parents are encouraged to facilitate sibling and parent/child visitation.

Medical: Physical/Dental/Vision/Hearing

Foster parents will make appointments as required for physical examination (all children), dental examination (ages two and up), vision and hearing for all foster children in their care and secure any other professional services as needed or referred. The DCFS forms must be completed by the professional providing the services.

Medicine

- a.) The physician informs clients and foster parents about any prescribed medication and its potential side effects. Both parties must sign that they are informed.
- b.) All clients on medication are monitored by the DCFS medication log. Foster parents complete the log provided in the child record folder and workers pick up and review logs monthly.

Physical/Personal Maintenance

ChildServ asks foster parents to keep copies of receipts for clothing, allowances, and any other direct expenditure for the child. Information regarding the required DCFS amounts is provided, and a disbursement form is available for use.

Behavior

Foster parents are expected to keep workers informed of any behavior issues in the home, school, or community. They are encouraged to do this via monthly home visits and telephone contacts, and not to wait until behavior escalates to make a report. The DCFS behavior log reviewed with the worker monthly, and is provided in the child record folder.

School

All foster parents are asked to report every known absence from school to their caseworker the day of its occurrence. All suspensions and detentions should also be reported.



Unusual Incidents

All unusual incidents should be immediately reported to the case manager. The child record folder contains a sample of the form for foster parents to reference regarding the definition of “unusual incident”. The case manager will fill out the state prescribed unusual incident form and submit it to the supervisor and program director. A copy is also submitted to the director of quality improvement.

16. The responsibility to share information, through the child welfare team, with the subsequent caregiver (whether the child’s parent or another substitute caregiver) regarding the child’s adjustments in the foster parents home.

During pre-placement visits staff will share all relevant information with potential foster parents for their review. ChildServ will also ensure that each foster parent has a child record folder that provides relevant information regarding children placed in their care. If we have insufficient data, ChildServ will continue to advocate for additional records, which, as they become available, will be shared as appropriate. All agency case managers are trained on the importance of information sharing during their initial orientation to the agency. This is stressed during training on use of the caregiver matching tool as well as ongoing caseworker training.

ChildServ staff will complete the sharing information with the caregiver form (CFS 600-4). This form is completed within ten days of the child’s placement. If the placement is an emergency placement, the caregiver may be informed verbally of the child’s needs but the information must be provided in writing. If any of the required information is not available at the time of the child’s placement, it will be provide to the caregiver as it becomes available. The case manager must obtain the signature(s), this form to verify that the information pertaining to the child has been disclosed. This form must be forward to the child’s guardian ad litem within 10 days according the statutory requirement.

Foster parents will assist in the transition of the child into a new home by providing information related to the care of the child. The case manager trains the foster parent on the appropriate means as well as the importance of maintaining an up to date child record folder on the child in care.

Foster parents are responsible for maintaining child record folders and sharing information with the biological family. They are responsible for obtaining caseworker assistance with the development and upkeep of a child’s life book by gathering current documentation.

17. The responsibility to provide care and services that are respectful of and responsive to the child’s cultural needs and are supportive of the relationship between the child and his or her own family; the responsibility to recognize the increased importance of maintaining a child’s cultural identity when the race or culture of the foster family differs from that of the foster child; and the responsibility to take action to address these issues.

ChildServ provides cultural sensitivity training with a two-hour version of a six-hour curriculum, Diversity Forum. This training is offered annually at minimally two sites. ChildServ uses a co-trainer model and invites a foster parent with skills in this area to join the co-training team for the



purposes of foster parent training. The content areas covered in Diversity Forum are designed to address the responsibilities of foster parents to uphold culturally sensitive attitudes and behaviors. Additional resources are made available to foster parents through publication of our training opportunities, and as needed to address specific training needs in this topic area.

The foster parents as well as staff involved on the case will be expected to monitor and comply with the cultural needs documented in the service plan.

Foster parents are responsible to a level of understanding and can display their understanding when addressing cultural differences such as food, language, education, religion, traditions and holiday celebrations.

ChildServ does not discriminate on the basis of race when placing a child in the foster home. ChildServ ensures complete compliancy with IEPA regulations. Foster parents are responsible for requesting training and/or resources to meet the cultural needs of children placed in their respective homes. Foster parents are responsible for knowing the policy on IEPA through various trainings provided by ChildServ and other community agencies. Foster parents will seek out other families, mentors or other resources that share a similar background for cultural identification.

Staff is trained during new employee orientation on the Burgos Consent Decree and the Indian Child Welfare Act (ICWA). Foster parents are informed of the Burgos Decree and ICWA by their case manager.

End of Year 2012 Plan