

the Roundtable

JOURNAL OF THE NATIONAL RESOURCE CENTER FOR SPECIAL NEEDS ADOPTION
SPAULDING FOR CHILDREN

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A National Adoption Strategic Plan

In December 1995, the Children's Bureau convened a group of national, state and local representatives of adoption organizations to develop a rough draft of a National Adoption Strategic Plan. This group, known as the Adoption Program Network, developed the Plan which is intended to be a living, changing document that agencies can use as a framework to improve the outcomes for waiting children.

The Plan was shared with State Adoption Specialists at the March 1996 *Permanency Partnership Forum* sponsored by the Children's Bureau. Excerpts from the plan follow. To obtain a full copy of the current working document, contact the National Resource Center for Special Needs Adoption.

PREAMBLE

This Adoption Strategic Plan highlights key results that successful programs must achieve to provide homes for the thousands of waiting children in the child welfare system. Many of the waiting children have special needs. These children are older; children of color; physically, developmentally, or emotionally challenged, and/or mentally disabled; or belong to a sibling group. However, these results can only be accomplished within broader goals that address permanency for all children.

Adoption services are an integral part of the public child welfare system. Successful adoptions depend in part on effective service delivery from the time a child and family have initial contact with the system. For *appropriate* and *timely* targeting of adoptive placements, the system must provide:

- preventive and early intervention services to avoid placement;
- time limited, goal oriented, permanency focused services to resolve problems of families whose children are in placement;
- timely casework, judicial and administrative decisions to assure permanency;
- a range of permanency options including placement with relatives, adoption and guardianship;
- concurrent planning (reunification, placement with extended family, and adoption planning occurs at the same time); and
- prospective adoptive families who reflect the population of children served or have the capacity to parent a child of a different race/ethnicity.

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In the absence of a well functioning child welfare system, children drift, opportunities for reunification with families are lost, and children are damaged in ways that make adoption difficult to achieve.

Although founded on the belief that every child has the right to a permanent family, nationally within the child welfare system adoption services *fail* to meet the needs of thousands of children who wait! This failure is characterized by: a lack of shared values regarding who is adoptable; a lack of early and appropriate identification, preparation, and assessment of children's needs; lengthy, cumbersome legal and clinical processes; inadequate public awareness and efforts to recruit, prepare, and retain families who reflect the ethnic and racial diversity of children in care or families who have the capacity to parent a child of a different race/ethnicity; jurisdictional barriers to placement and matching; limited ongoing supports, funding, and other resources; and inadequate staff training. As a result, efforts are not coordinated, effective, or sustained for many children. Adoption services must be improved to achieve better outcomes.

Adoption specific goals are articulated. For each adoption goal, indicators are presented that should be used to measure success. This gives those working throughout the child welfare system an opportunity to identify how they can help achieve our mission to assure permanent families for all children.

This is not a typical strategic plan. It addresses what the Adoption Program Network envisions as fundamental achievements needed to accomplish permanency for children. We describe *what* should be accomplished, *not how* to do it. By concentrating on results, States and communities have a clear idea of the outcomes sought for children and maximum flexibility to choose the strategies best suited to them.

PROGRAM

This Strategic Plan is the result of a collaborative process and applies to the entire adoption network partnership. This partnership includes anyone who contributes to identifying,

assessing, and preparing children for adoption as well as finding and sustaining adoptive families. It includes State, federal, private and other community organizations. It recognizes that some children face special barriers to gaining adoptive families, especially those who are older, have physical, developmental or emotional challenges, and/or mental disabilities, children of color, and sibling groups. We will achieve the broad strategic goals in this Plan through the commitment and involvement of all network partners who formulated and committed themselves to this plan.

MISSION

The mission of the Adoption Network Partners is to secure an adoptive family for every child for whom adoption is appropriate. Children can be assured a permanent adoptive family through early identification, assessment and child preparation; aggressive recruitment and preparation of prospective adoptive parents; the elimination of legal and other barriers to adoption; and the adequate provision of supportive services.

VISION

No child will wait for a permanent family. Adoption of older children, children of color, physically, developmentally or emotionally challenged, and/or mentally disabled, and sibling groups will become one normative way of forming families. Through partnerships among communities, State, local and federal agencies, we will identify and support families willing to adopt these children. This Plan is founded on "*Basic Values*" shared by the Adoption Program Network.

STRATEGIC GOALS

The adoption goals represent specific achievements the Adoption Program can contribute toward overall system reform over the next five years.

Each adoption goal is accompanied by measures of success. These measures focus on the outcomes that directly measure goal achievement or which will inevitably lead to successful accomplishment of goals. The Plan assumes the use of existing data systems such as the Adoption and Foster Care Analysis and Re-

porting System (AFCARS) and Statewide Automated Child Welfare Information Systems (SACWIS) to produce data for success measures. There are some performance measures for which no national data system exists or for which existing data does not accurately measure the goal. For these goals, States and localities will have to develop innovative measurements; use data sources/elements currently not required by AFCARS; or develop proxies for measures.

We include national strategies for accomplishing adoption goals. These strategies represent our best thinking about how to achieve these goals. Many additional strategies will be required for the Program to be successful. They will require local, community-based efforts that will be formulated, adopted and executed at the local level.

GOAL I

Adoption Goal: Increase the number of adoptions including children with physical, developmental, mental and emotional disabilities; children of color; sibling groups; older children' and other waiting populations (unique demographic characteristics of children that may vary geographically and over time -- e.g. HIV+ children, children exposed to drugs, children orphaned by AIDS).

Two out of three waiting children have special needs. It takes substantially longer to find homes for minority children. Older children and sibling groups, irrespective of race, also have longer waits.

Measures of Success:

1. Total number of adoption and the total number of adoptions of children identified with special needs - Adoption Data Element (ADE)¹
2. Number and percent of inter/intra State adoptions - ADE
3. Median time to achieve inter/intra State adoptions - ADE
4. Percent of children adopted per number of children waiting - ADE and Foster Care Data Element (FCDE)

GOAL II

Adoption Goal: Minimize loss and maintain the continuity of children's relationships with family, significant others, community and culture, before and after adoption.

Children spend an average of 3.5 years waiting for adoption after termination of parental rights. There is a need to minimize trauma and improve healthy development through continued ties with their community, culture, extended family, and other significant relationships.

Measures of Success

1. Frequency distribution of placement moves experienced by those children discharged from foster care due to adoption - FCDE
2. Frequency distribution of the length of time waiting children are in the system (not discharged by foster care) and frequency distribution by special population - FCDE¹
3. Percent of total adoptions for placements with: stepparent, other relative (related by birth or marriage) or foster parent²

GOAL III

Adoption Goal: Decision-making in adoption includes regard for the child's background and need for cultural continuity.

Children have a right to maintain cultural, racial, and ethnic continuity. Agencies do not always have sufficient prospective adoptive families who reflect the ethnic and racial diversity of children in their community or have the capacity to parent a child of a different race/ethnicity. Agencies should reach out to find those adoptive families.

Measures of Success

1. Number and percent of adoptive families prepared by community-based adoption programs - No national data source available³
2. Number and percent of adoptive placements with families prepared by community-based programs - No national data source available.

GOAL IV

Adoption Goal: When adoption is appropriate, a child will be placed in an adoptive family within one year of entry into out-of-home care.

Children are in care too long without the permanency of adoption. To accomplish this goal many systemic changes must be made in all systems that impact upon the child. Early permanency planning and timely decision-making by the judiciary would assist those children needing adoptive homes.

Measures of Success

1. Frequency distribution of the length of time children were in out-of-home care before adoption - FCDE
2. Frequency distribution of the length of time children (those not adopted) have been in out-of-home care without adoptive placement - FCDE
3. Total number of disruptions for the year compared to the total number of adoptive placements for the year - No national data source exists.

GOAL V

Adoption Goal: Increase the number and accessibility of approved families who reflect the diversity and meet the needs of waiting children.

An insufficient number of prospective adoptive families are recruited to meet the needs of waiting children. Often interested families who reflect their diversity and can meet their needs are denied access to or drop out of the system. The system has also been unable to connect many waiting children with approved families who can meet their needs.

Measures of Success

1. Percent of approved families compared to those approved families who reflect the ethnic and racial diversity and/or can meet

¹AFCARS data is limited in capturing information on children with special needs.

²AFCARS only provides information on the relationship of adoptive parent to the child which can serve as a temporary proxy measure for continuity of family and significant relationships.

³Area for Adoption Program Network workgroup to develop.

the needs of waiting children - No national data elements exist.

2. Median number of days in care for those children discharged due to adoption (both inter and intra state) - FCDE
3. Total number of potential adoptive families compared to potential adoptive parents who begin the adoption process and remain until adoptive placement occurs - No national data source available.

GOAL VI

Adoption Goal: Provide holistic, culturally, and linguistically relevant services and resources that will achieve and sustain adoptions.

Achieving and sustaining adoptions for children is impacted by the accessibility and availability of appropriate adoption sensitive services and resources for all affected persons.

Measures of Success

1. Total number of services/resources that are accessible, appropriate, and culturally and linguistically responsive - No national data source available.
2. Percentage of adoption disruption, dissolution, and displacement rates - No national data source available.
3. Percent of children discharged not due to adoption - FCDE

GOAL VII

Adoption Goal: Children, families and network partners have access to all information pertinent to meeting the needs of the adopted child.

Successful adoption depends, in part, on effective service delivery beginning when the child and family have initial contact with the system. Effective service delivery is based on information. Children, families, substitute caretakers and service providers must have access to needed information (e.g., social, health, educational, etc.) throughout life.

Measure of Success

1. Perception of accessibility of information among partners, families, adult adoptees, and waiting children - No national data source available.

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GOAL VIII

Adoption Goal: Increase the public awareness and support for the adoption of waiting children.

The American people must be educated to overcome the myths and inaccurate information about the adoption of waiting children. They must first know who the children are. Also, they must be encouraged to support and celebrate these adoptions.

Measure of Success

1. Level of public awareness and support of the adoption of waiting children - No national data source available.

PURPOSE

The purpose of the Roundtable is to inform adoption practitioners, administrators and advocates of National Resource Center activities; to present developments in the field of special needs adoption; to share ideas, problems and successes.

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Celebrating 10 Years as a Resource to the Field

On June 6th and 7th, Spaulding for Children celebrated the 10th anniversary of the National Resource Center for Special Needs Adoption. The Center began with the award of a federal Adoption Opportunities grant awarded to Spaulding for Children in October 1985.

Based on Warren Spaulding's desire to help children, and the visionary leadership of its board of directors, Spaulding for Children was incorporated as a private child welfare agency in 1968.

Spaulding for Children sought new ways of ensuring permanency for children in the child welfare system. Permanence through adoption was a new idea in those days. Children entering the child welfare system most often simply remained in care once they were found to be abused or neglected. Adoption was for those healthy infants whose parents relinquished their rights to them. So Spaulding's ideas of permanency and approach to adoption, that considered all children needing the permanency of adoption as adoptable, were unique at that time.

Other agencies became interested in Spaulding's approach to adoptive planning. Soon Spaulding's director and staff began to provide training throughout the State of Michigan, across the nation, and in other countries. By the early 1980s, Spaulding's board of directors had determined that, while the agency would focus its direct services programs on children and families in southeastern Michigan, it could also support permanency for children elsewhere through training and consultation. Thus, when the announcement of the availability of funding for the national resource centers was announced, Spaulding for Children was in a unique position as a special needs adoption agency with a history of training, to apply to become the National Resource Center for Special Needs Adoption.

Since 1985, Spaulding has twice reapplied for, and been awarded, the funding to be the National Resource Center for Special Needs Adoption. It continues to be the only national child welfare resource center to be located in a child welfare agency.

At the Open House on June 6th, Dr. Robert Hill, Director of the Institute for Urban Research at Morgan State University, was the featured speaker.

Dr. Hill's remarks focused on his work that recognized the strengths of African American families (*The Strengths of Black*

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Families, 1971). He noted that while other researchers had used census data to highlight the challenges or difficulties African American families face, he highlighted the strengths based on the same data. He also discussed his work, *Informal Adoptions Among Black Families*, that belied the myth in the 1960s and 1970s that implied that African Americans do not adopt. He pointed out how African American families have cared for children through the kinship network for generations and continue to do so today, although we are just beginning to recognize kinship care in the child welfare system.

In a survey of African American families, a large proportion indicated they would adopt, yet agencies seem to have been unable to tap into this willingness for adoptive families. Dr. Hill inspired guests, Spaulding board members and staff to continue to build on the strengths and motivation of families in the community to adopt.

Dr. Hill has a book pending publication based on current data that will explore the strengths of African American families today. In this book he will not only discuss the strengths mentioned in the earlier work, but also spirituality in African American families.

On June 7th 1996 the celebration continued with the 10th Anniversary Symposium: Current Thinking in Special Needs Adoption. Drenda Lakin, Center Director, briefly noted the changes in adoption. While in the past adoption practice focused on the finalization of an adoption, today, particularly in special needs adoption, we look at what needs to happen before and after the finalization of adoption.

Changes have occurred in the field in this time period which are based on a growing recognition of the impact of various factors on the child, the birth family and the adoptive family.

In terms of children, sound practice now requires a look at what has happened to a

child before entering care, and what has happened while in care. Now we explore permanency for children and are searching for ways to expedite permanency through concurrent planning for return to family and adoption. We recognize the need for family, community and cultural continuity. We know the importance of minimizing separation and loss and damage to the child's ability to attach.

For birth families, concurrent planning and services to help families make the best plan for their children not only recognizes their needs, but also the importance of permanency for children. Increasing openness in adoption has been a trend that recognizes separation and loss as fundamental issues in adoption.

For adoptive families, also, loss is among the core issues in adoption which have implications for the preparation of families before placement, services after the placement of the child in the family, and adoption support and preservation services after an adoption is finalized.

In terms of programs, changes have meant that agencies cannot simply wait for families to come forward, but must develop recruitment strategies and programs to identify and prepare families for the children needing an adoptive family. It has included adapting services to meet the needs of an ever-changing population of families and children. It has included broadening understanding, knowledge and skill in working with diverse cultural, ethnic and racial populations, children with complex emotional, medical and developmental needs, older children, and brothers and sisters who need a family to adopt them.

Workshops in the Symposium highlighted practice issues related to culturally competent practice and programs and adoption support and preservation service. While the Resource Center provides training, consultation, technical assistance and materials on all aspects of special needs adoption, these two topics are continually identified by those in the

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field as needing attention. On surveys convened over the past two years at Regional Roundtable discussions sponsored by the Center, cultural competence and post legal adoption services have both been rated as ones in which technical assistance, consultation, and training are most needed.

Among the resources the Center has developed for the field in its first 10 years are the *Special Needs Adoption Curriculum* which was distributed to every state in the nation. Twenty-four states have had local trainers trained in the curriculum and some are regularly using it in their core training for adoption staff. The Center is now distributing the *Cultural Competence in Child Welfare Curriculum* and the just completed *Adoption Support and Preservation Curriculum*. It has developed tailored curricula in the areas of post legal adoption services and preparation of families for adoption for several states. It also worked with two national consortia, one focused on increasing special needs adoption and the other focused on adoption support and preservation, and is now distributing the models they developed: *Building a Model Adoption Program: Guidelines for Public Adoption Agencies* and *Adoption Support and Preservation Services: A Public Interest*.

In addition to the training the Center offers from the curricula it has developed, it

tailors training for those requesting it. Among the frequently requested trainings the Center provides are: *Adoptive Planning for Adolescents; Preparation and Assessment of Children for Adoption; Preparation and Assessment of Families for Adoption; Planning Adoption for Children in Residential Care; Planning Adoption for Brothers and Sisters; Adoption for Children with Developmental Disabilities; Adoption for Children affected by Drugs, Alcohol and HIV; Crisis Intervention with Adoptive Families; Cultural Competent Systems and Practice; Recruiting and Retaining Foster and Adoptive Families of Color; Post Legal Adoption Services; Preventing Adoption Disruption; Adoption Decision-Making and the Multi-ethnic Placement Act.*

The Center distributes the *Roundtable* biannually to over 16,000 individuals and organizations and its materials catalog, *The Center Source*, lists materials relevant to the spectrum of child welfare services, special needs adoption, and adoption support and preservation services. Copies of the materials catalog are available for conferences and training.

The Center has trained over 51,000 people since its inception and has continually worked with various states and projects focused on permanency planning for children with developmental disabilities who are served by the developmental disability/mental health systems.

Get in on the ground floor!!

The National Resource Center is in the final phase of development of an eight-session curriculum designed to train together foster, adoptive and kinship care parents interested in raising children who have experienced life in the child welfare system. *Parents As Tender Healers* (PATH) offers 24 hours of pre service training in a interactive, lively format that focuses on permanency issues for system children.

The Center is the recipient of private foundation monies to revise currently used adoption-focused videotapes to include foster and kinship care issues. A brand new tape that deals with discipline and fostering attachments is also being developed.

We are in need of dollars to match the foundation money available and are offering states and other organizations the opportunity to purchase and use the curriculum now and receive all revisions for \$5,000. Organizations who buy the curriculum through this offering will receive a master copy of the curriculum, including the Trainer's Manual, Participant Handbook and videotapes with unlimited reproduction rights for use within the organization purchasing the curriculum master. The revisions will be completed by March 1997.

For more information about this curriculum, please call Rosemary Jackson, Training Coordinator at the Center.

THE NETWORK FILE

Financial support for prospective adoptive parents available

The National Adoption Foundation offers grants and below-market interest rate, unsecured credit line loans to adopting parents. The Foundation, established in 1994, is the only national non-profit organization assisting prospective adoptive families in affording the costs of adopting a child. Adoption fees can be quite high and be an imposing sum for most families, an astronomical sum for many. Even the cost of adopting a U.S. child with special needs, while typically supported by governmental programs, can still include rather extensive out-of-pocket costs to the adopting family.

Through March 31, 1996, the Foundation had awarded grants totaling \$29,000. In its first eight months of activity, the unsecured credit line program, administered by NationsBank, had resulted in 350 approved loans totaling more than \$3 million. The loan program offers interest rates that are typically about four percentage points below that of equivalent loans available on the open market.

The National Adoption Foundation has also endorsed a term life insurance plan, available through CIGNA Group Insurance, that addresses the need that parents assume when they adopt to plan for their children's financial security.

For loan information, call 800-448-7061; for information about grant opportunities, call 203-791-3811. Life insurance information is available by calling 800-292-9242. The Foundation's programs are open to all families legally adopting non-related children and have no exclusions as to race, ethnicity, gender, age, sexual orientation, family characteristics, or income.

For more information, contact Susan Freivalds at 612/544-6698.

Resources for professionals working with at-risk youth available on website

The Bureau for At-Risk Youth announces its brand-new, World Wide Website located at <http://www.at-risk.com>. This site will be the focal point for professionals who are seeking information, resources and programs for at-risk youth.

On the Website, Internet users can not only access The Bureau's 88 page catalog which describes over one thousand videos, publications, posters, curriculum, software, and other resources for parents, educators, counselors and others who work with youth, but they can connect to the following features:

- Community of the Month - each month, The Bureau features information on an individual, school, community or organization that is making a difference in the lives of children by giving them a FREE Web Page. Here, site users can find out what others are doing to benefit youth.
- Networking with The Bureau - Here, Web users have an opportunity to recommend other Websites and programs of interest, or to nominate individuals and organizations they feel should be featured in the Community of the Month segment.
- Calendar of Events - Users can find out what's going on each month at seminars, conferences, and more!

For additional information about The Bureau For At-Risk Youth and its new Website, write to 135 Dupont St., P.O. Box 760, Plainview, New York 11803-0760, call 1-800-99-YOUTH, or email info@at-risk.com.

If you are looking for exhibits or handouts for your conference or training, the Center would be pleased to provide your group with a quantity of The Center Source and/or the Roundtable. Call Edna at 810/443-7080.

THE RESOURCE FILE

Me and My Families Production Package

The *Me and My Families Production Package* gives you the best seats in town for information about an exciting and innovative public education, awareness and recruitment tool for adoption. The *Me and My Families* project was one of six field initiated projects funded by the US DHHS, Adoption Opportunities Branch in 1992-94. Combining the arts and human services, the *Me and My Families* play educates audiences of all ages about families formed through adoption and about some of the similarities they share with families who have experienced divorce. By increasing awareness of the special needs of adopted and foster children and children of divorce, this exciting new play teaches audiences that "different is OK" and that all types of families are real and can be productive and happy.

So far, more than 10,000 elementary and middle school children have seen the play. Over 2000 teachers and guidance counselors have received training made possible by the play, and more than 600 families have viewed the play in conjunction with recruitment activities.

The *Me and My Families* Production Package tells you everything you need to know about how to use the *Me and My Families* play to educate parents, children, professionals and the general public about special needs adoption. It also gives information on how to gain entry to mental health systems, school systems and African American churches. The package contains promotional materials, training curricula and supplementary educational materials. The script, prop list, costume plot, set design and audio cassette will give you an idea of how the play will look and sound.

This package is available for \$225 through Coordinators/2, Inc., C. Lynne Edwards, Program Coordinator, 5204 Patterson Ave, Suite B, Richmond, VA 23226.

Me and My Families: A Handbook on Adoption and Foster Care for School Professionals

This handbook was designed to educate school administrators, teachers and guidance counselors about the unique needs of adopted and foster children and to underline the importance of working with parents and social workers as a team to prevent family disruptions.

The Handbook contains general information about adoption, including the seven core issues in adoption, losses shared by adopted children and children from other family systems, and talking about adoption. There is also information on ways to make the learning environment more adoption sensitive, including a chapter on family related assignments and helping children make the transition from school to school.

Me and My Families handbook is a practical tool for parents, teachers, and other professionals who work with foster and adopted children. It is also available through Coordinators/2, Inc. (see address above) for \$7.00 plus postage. Bulk rates are available on request. Call C. Lynn Edwards at 804/288-7595 for more information.

Peaceful Sleep

She wasn't a newborn baby,
Though we had our sleepless nights
Not for feedings did we wake
But to quiet the cries of fright.

Instead of hours, 'twas minutes,
Months instead of weeks.
Night after night after night
We thought it'd never cease.

Then one night it happened
The cries, they never came.
Night after night we listened
It hasn't been the same.

Our little angel sleeps now.
Every night has brought more trust.
Memories no longer haunt her.
She's becoming one of us.

Kay Willbrandt
May 31, 1990

THE RESOURCE FILE

Love Leaves No Regrets: An Insightful View of Displaced Children Through the Eyes of a Former Foster Child by

Robert E. Colwell.

In this new book, Rev. Colwell highlights important lessons for child welfare workers, foster and adoptive parents, based on his own experience as a foster child and as a minister. His recommendations for service providers, caregivers and policy makers reveal an understanding of what happened to him, why it happened and what can be done for other children.

The author highlights the commitment that foster parents need to make to the children in their care, including an acknowledgment of their own need for children. Throughout the book he illustrates the continuing importance of birth family - parents, siblings, extended family and kin - to children in, or who have been in, the system. He makes clear the impact of frequent moves, labeling, the sense of powerlessness youngsters feel, and the lack of support they have as they "age out" of the system.

Rev. Colwell has certainly added his voice to those calling for change in the child welfare system and for leaders and policy makers to use the resources we have to improve "life for all the people they serve." Published by Duncan and Duncan, this exciting new resource may be purchased through your local bookstore.

UPCOMING CONFERENCES

August 8-11, 1996

Through the Eyes of the Child
North American Council on
Adoptable Children
22nd Annual Training Conference
Dallas, Texas
Info: 612/644-3036

September 4-6, 1996

Family Preservation: Excellence, Expertise and Essentials
Family Preservation Institute,
New Mexico State University
San Antonio, TX
Info: 505/646-7567

September 16-21, 1996

Weaving a National Commitment
National Center on Child
Abuse and Neglect
Washington, DC
Info: 301/589-8242

September 24-27, 1996

Tenth Annual National Conference
National One Church, One
Child, Inc.
Minneapolis, MN
Info: 904/488-8251

September 25-28, 1996

*UserFriendly Communications:
Taking Adoption Exchanges into
the 21st Century*
National Adoption Center &
Adoption Exchange Assoc.
Hilton Head Island, SC
Info: 215/735-5333

September 26-29, 1996

National Child Welfare Conference
School of Social Work at SIUC
Memphis, TN
Info: 618/453-2243

November 11-14, 1996

*Clinical Technologies: Information
Systems to Measure and Improve
Outcomes in Behavioral Health
and Social Sciences*
Albert E. Trieschman Center
Phoenix, AZ
Info: 617/449-0626

December 12-13, 1996

The Changing Face of Adoption
Louisiana Adoption
Advisory Board
New Orleans, LA
Info: 1/800/259-2456

March 19-21, 1997

*The Thirteenth National Symposium
on Child Sexual Abuse*
The National Children's Advocacy
Center
Huntsville, AL
Info: 205/534-1328



National Resource Center
for Special Needs Adoption

presents a 2-day training

Adoption Support and Preservation Curriculum An Overview

When

September 10-11, 1996 9:30 am to 4:30 pm

Where

DoubleTree Hotel
333 E. Jefferson
Detroit, MI
313/222-7700

A block of rooms has been reserved at the DoubleTree Hotel at \$79/night. Please call directly and state that you are part of the Spaulding for Children event.

Fee

Registration \$0
Participant Handbook \$0
(The National Resource Center is sponsoring this training)

Other details

Registration is limited to 25 participants.
Registration deadline -- August 26, 1996

Questions?

Call Nancy Burkhalter at 810/443-7080

This training will be presented by
Rosemary Jackson, MSW, ACSW
and Karal Wasserman, MSW
Co-authors of the Curriculum



This 2-day post adoption training series will explore the unique issues faced by adoptive families and present intervention strategies and therapeutic techniques to help adoptive families maintain their commitment to one another.

Participants from all human service delivery systems can enhance their practice competency by attending this training.

Registration Form

ASAP 9/10-11/96

Name: _____
Title: _____
Agency: _____
Address: _____
City, State, Zip _____
Telephone: (____) _____
Experience with post adoption services? Yes No If yes, in what capacity? _____

Please return registration form by August 26, 1996 to Spaulding for Children, Training and Leadership Center, 16250 Northland Dr., Suite 120, Southfield, MI 48075. Fax: 810/443-7099. A registration confirmation postcard will be mailed to you.

CENTER ACTIVITIES

The Center will be presenting the following training workshops over the next nine months. Please call Nancy Burkhalter or Edna Fields at 810/443-7080 for further details and to request registration materials.

September 9-10, 1996
An Overview of the Adoption Support and Preservation Curriculum

Detroit, MI

(see page 11 for more info and registration form)

September 18-19, 1996
Cultural Competence in Child Welfare curriculum: Overview and Administrative Days

San Francisco area, CA

September 26-27, 1996
Cultural Competence in Child Welfare curriculum: Overview and Administrative Days

Atlanta, GA

October 16-17, 1996
Cross racial/Cross cultural Assessment

Southfield, MI

November 14-15, 1996
Cultural Competence in Child Welfare curriculum: Overview and Administrative Days

Southfield, MI

February 19-21, 1997
Cultural Competence in Child Welfare curriculum: African American Culture

Southfield, MI

April 30 - May 2, 1997
Cultural Competence in Child Welfare curriculum: Train the Trainers

Southfield, MI

May 28-31, 1997
Adoption Support and Preservation Curriculum

Southfield, MI

SPAULDING FOR CHILDREN
NATIONAL RESOURCE CENTER FOR
SPECIAL NEEDS ADOPTION
16250 NORTHLAND DR., SUITE 120
SOUTHFIELD, MI 48075

Non-profit Org.
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Permit No. 87
Ann Arbor, MI 48106