



# Permanence for All Youth

## **Who *Wouldn't* Want a Family?**

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With

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And

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**2010 Kids Are Worth It  
Conference**

**Lexington, KY**



# Welcome, Introduction & Why we are Here



## Paradigm Shift:

A change from one way of thinking to another. It's a revolution, a transformation, a sort of metamorphosis. It just does not happen, but rather it is driven by agents of change.

(Kuhn, 1970)

**Celebrating Success**



# I. Introduction

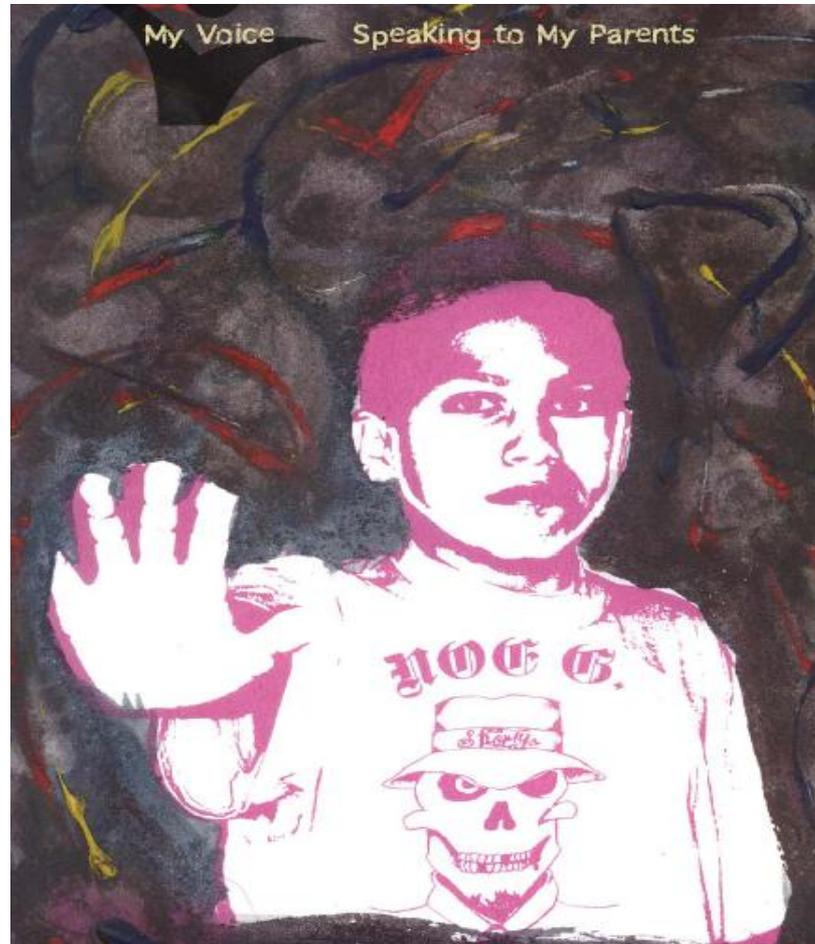
- “Penny – or a dime - for your thoughts”
- Adages & proverbs



**30 Years Ago, Mary Aged out of Care ~  
*Happy Birthday, Mary ~  
You're Free!***



# 20 Years Ago, it was David's Turn *Its Safer in Jail*



10 Years Ago  
***George Had to Choose Between  
Medication and Housing***



Today . . . .

# Irene Fails Deliberately to Stay in School, *One more Year*

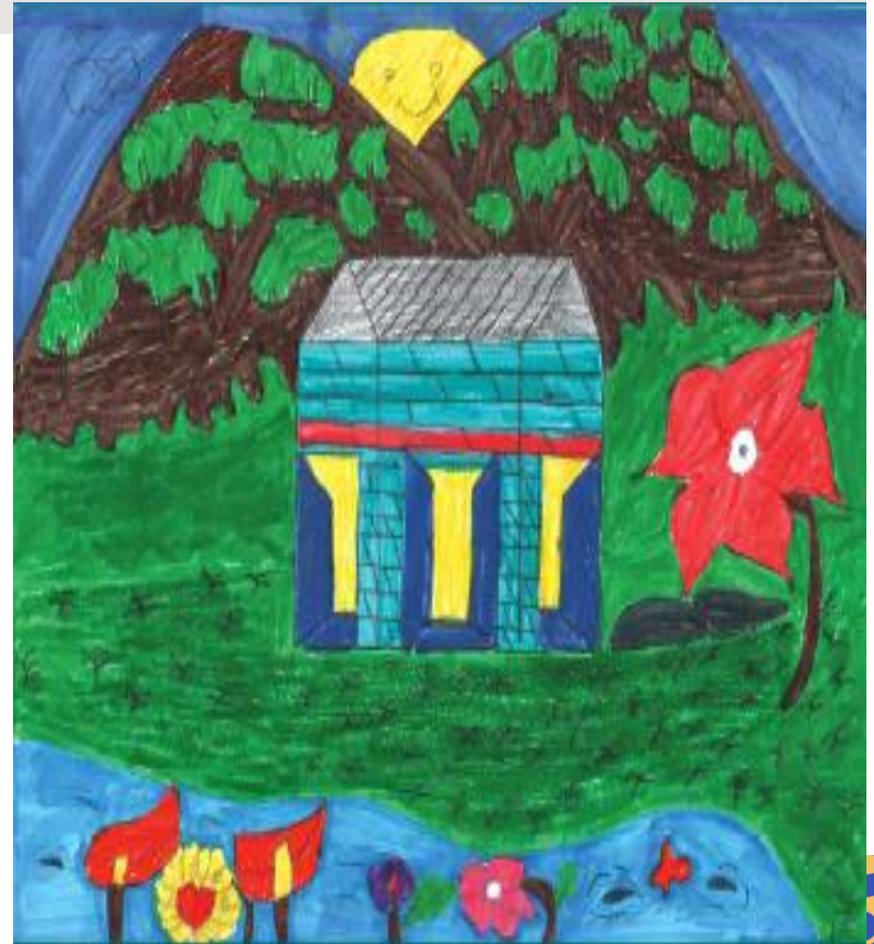


# Youth Aging Out of Foster Care

## Where are they?

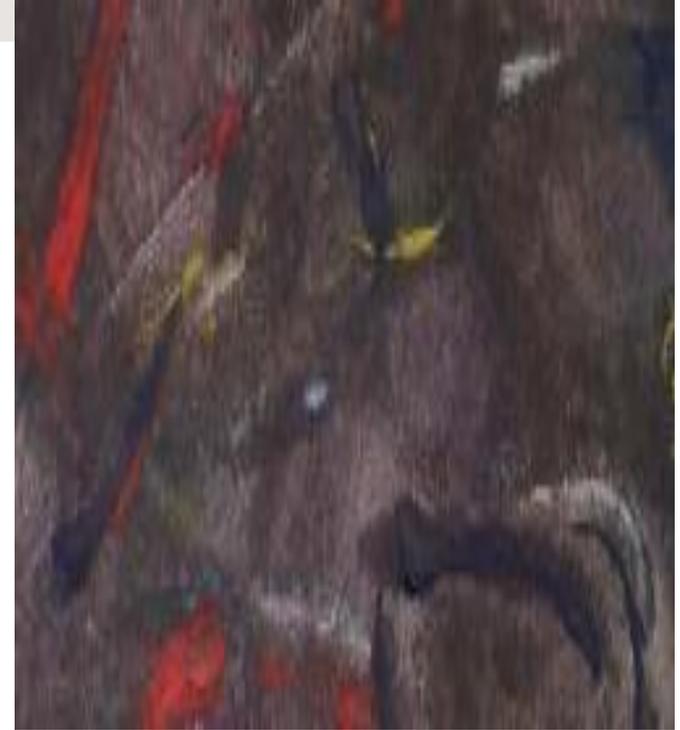
- More likely to live in the least “family-like” settings
- Many have “goal” of “emancipation”
- More than 28,000 do “emancipate” each year
- 12-22% become homeless from day one

From: AFCARS Data, and studies by Courtney, Wulczyn, Hislop, Casey



# Other Outcomes

- Less likely to be employed
- 37% had not finished high school
- 1.8% completed a bachelors degree
- Poverty level incomes
- More likely to have children outside of marriage
- Post traumatic stress rate double war veterans
- Serious untreated health conditions
- Higher rate of becoming victims of crime, or engaging in criminal activity – over 270,000 American prisoners were once in foster care

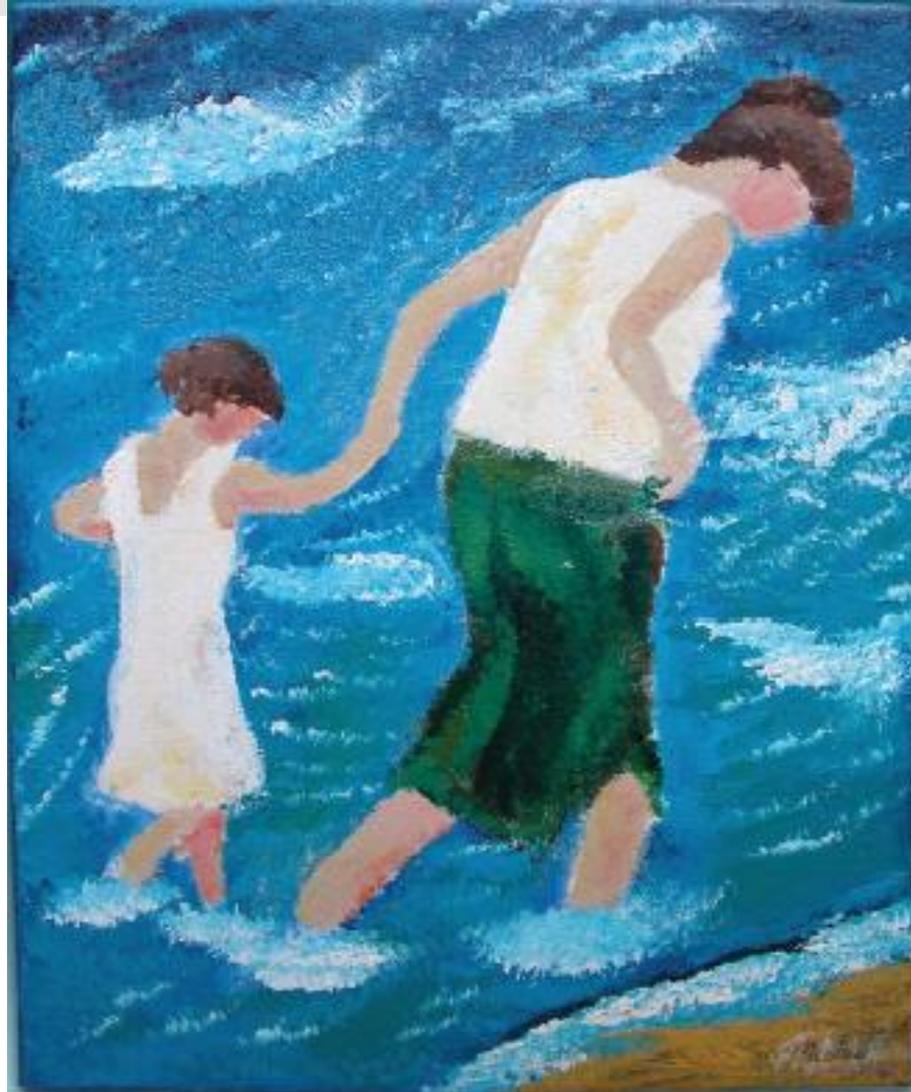


# Key Characteristics of Youth who Never Attain Permanency

- Demographics?
- Other youth-related characteristics?
- Placement or familial factors?
- What is the single most important factor that determines whether a youth attains permanency?
- Why is this good news?



# We Can, and We Must, Do Better



# Creating a Context – Bringing it Home IS PERMANENCE FOR ME?



- Over 18? ~ 21?
- Competent? ~ Do I have Skills?
- Do I use services?
- Why need a family?
- My own permanent family –  
Under one roof?



# Youth in Foster Care: What do they need?



- **Safety = both physical & psychological**
- Permanent Family Connections and Caring Adults
- Skills & Resources
- Appropriate Supportive Services

***“Who wouldn’t want a family?”***

***Who wouldn’t want to have a family to spend holidays with, to call when things don’t go right, or to call when things are great to celebrate? Who wouldn’t want that?”***





# Permanence:

What is It? –

5

# WHAT is Permanence?

## A Youth Perspective

- PERMANENCE is **NOT** a place ~
- Permanency is a state of mind,  
*not a placement*;
- Permanence is having the feeling that you are  
*connected*,
- That there is someone *in the middle of the night* who  
will answer your *collect* phone call
- Or *miss you* when you don't show up



# Permanence: What is it?

## My working definition



- A parent or two – A parenting relationship with at least one adult
- Intent – a mutual understanding that this relationship is intended to last forever
- Unconditional commitment by the adult(s)
- Participation of all parties in the relationship
- Lifelong and mutual support and involvement
- Intimacy & Belonging – *“My son”, “my mom”*
- Status How the world views your relationships



# **Genuine Permanence: 3 Tests – 5 Stories**

- **The “Miss-me-when-I-don’t-show-up” Test**
- **The “Age 34” Test**
- **The “Hospital” Test**



# Renee's Experience – The “3 tests”



# A Few More Stories

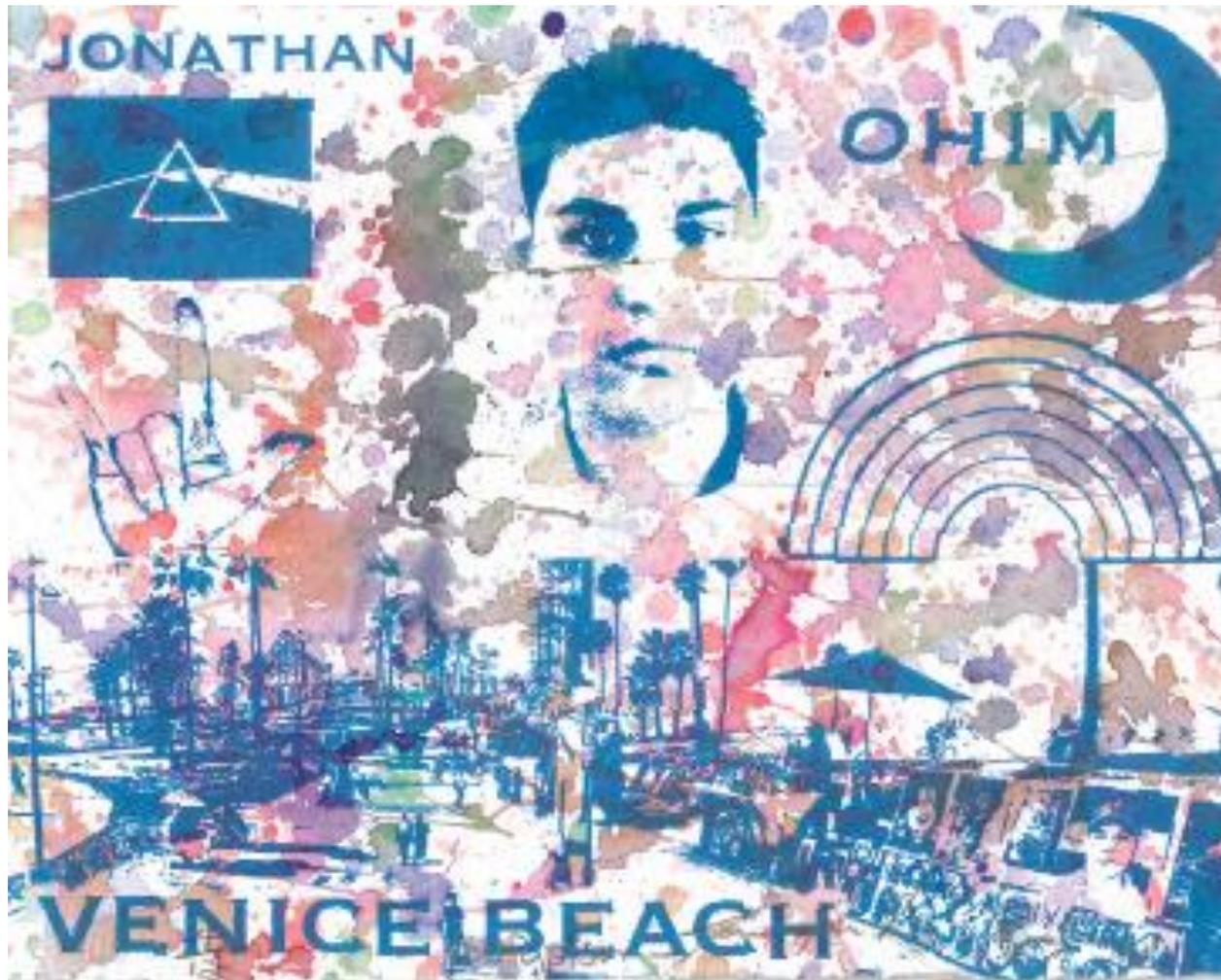
## Tammy – “Miss Me Test”



# JD – “Miss Me Test”



# LOU – “The Hospital Test”



# Peggy – “All 3 tests”



**If we understand the  
importance of permanence –  
why can't we achieve it for all  
of our children and youth?**

**"FAMILIES ARE NOWHERE"**



So - HOW - How do we get there? Do we help move children, youth and families towards permanence?

- Get “**P.O’ed**” (Nancy Salyers) EVERYONE needs to be “**Permanency Oriented**”
- Keep a sense of **URGENCY** ~~  
“*When can I get it?*”
- Think about **WHO** to include on the **TEAM**
- Use the **5 + 5 + 5 = Permanence** approach





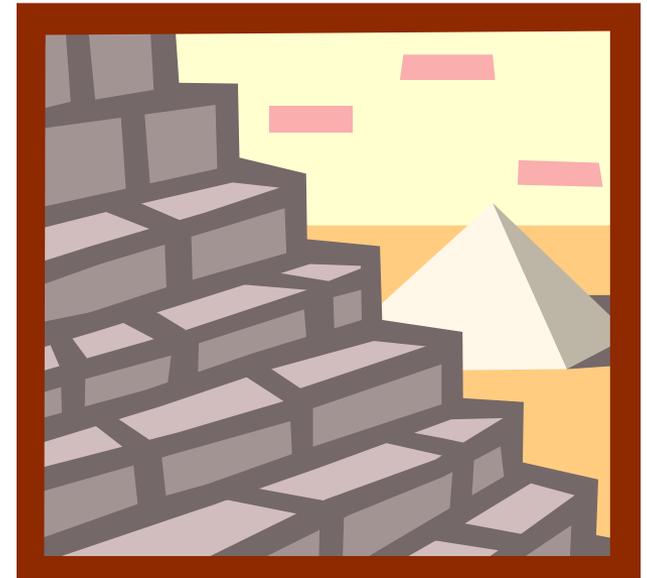
# BREAK

**End of First Workshop Session – See you in 15 minutes!**



# FIVE Steps for Creating An Individual Permanency Plan

1. Preparation
2. Gathering a **Team**
3. Developing a **Plan**
4. Investigating **Resources**
5. On-going **Follow up**, De-Briefing, continual learning & quality assurance

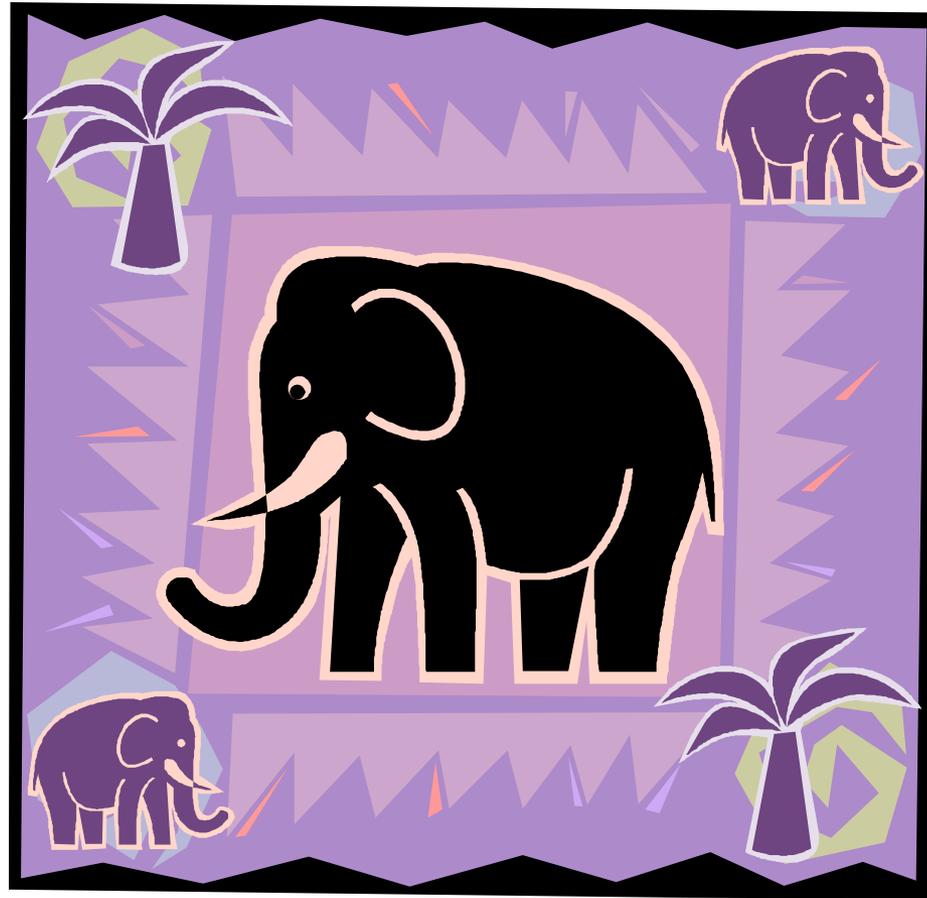


# STEP ONE: Preparation = Engagement

- A successful plan depends on Meaningful & Effective Engagement
- COOPERATION AND COLLABORATION vs COMPLIANCE AND COLLOBORATION (Thanks Judge Fitzgerald!)
- How do you know it when you see it? (elements?)
  - **Personalize – our own experiences in the Dr office or our child's school**



# Why is Engagement So Important?



# Why is it so hard?

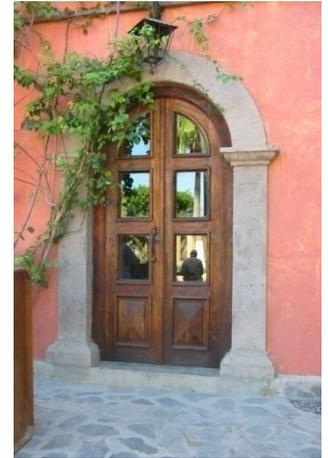
- Family Issues – **Trauma – Flooding (Laredo)**
- Cultural Issues
- Our issues (Arm crossing - 5)
  - Habits
  - Life experiences
  - Training, expertise
  - Values, belief systems
  - Systemic pressures
  - Fear for children's safety
  - Others?



# Step 1: Preparation – Understanding the Options

## Many Doors to Permanency for Youth

- Youth are **reunified** safely with their parents or relatives
- Youth are **adopted** by relatives or other families
- Youth permanently reside with relatives or other families as **legal guardians**
- Youth are connected to permanent resources via fictive **kinship** or customary adoption networks
- *Youth are safely placed in another planned alternative permanent living arrangement which is closely reviewed for appropriateness every six months*



# WHO

## Step 2 – Creating the Team ~

### Needs to Be Included as Part of the Team?

- WHO does this young person **SPEND TIME** with?
- WHO did he **EVER spend time** with?
- WHO is **CONNECTED** to him – even if they don't know it?
- WHO has **EXPERTISE** related to his needs?
- WHO has a **NETWORK** related to his interests, talents, strengths?



## Step 3 – Create and work the plan

# FIVE KEY QUESTIONS

- What will it take?
- What can we try again that has been tried before?
- What can we do differently?
- What can we do concurrently?
- How can we engage the youth in developing & implementing the plan?



# Preparing Youth for Court, Recruitment & Other Permanency-Focused Activities –

- Pre-Event Discussion
- Enlist the Youth as a partner
- Post-Event Debrief



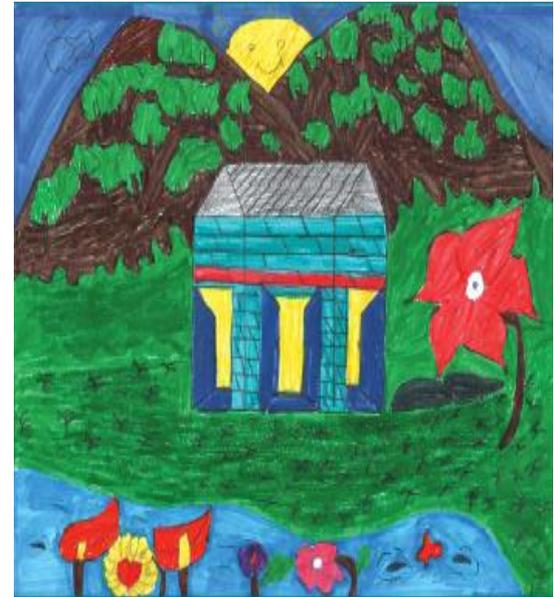
# Key Tasks of Adolescent Development: Identity Development – *Who Am I?* - & Separation Attachment Cycle Revisited

- “Get out of My Life But First Drive me to the Mall”
- Adolescents need to “try out” and “try on” different identities
- They also need a base to return to
- Imagine impact of going into foster care, or moving from one home to another on development



# Effective IL/Transitional Services will promote & support permanence

- Establish/Re-establish connections
  - Family
  - Mentors
  - Caregivers
- Build Skills
  - Life competencies
  - Vocational
  - Educational
- Provide supportive networks
  - Culture
  - Social supports
  - Resources



**Involve and support youths' participation in their own decisions**

(Freundlich & Brockman, 2004; Massinga & Pecora, 2004)



# Engaging Youth

- Think about the time & place
- Talk about goals, hopes & dreams.
- Present thoughts and ideas for them to consider **in their media**.
- Give them multiple venues for self expression (writing, music, art, sports)
- Help the youth understand the options and process – **every step of the way**
- Give youth opportunities to interact with peers in similar situations
- Don't make assumptions
- Ask questions
- **LISTEN**



# Basic Elements of Good communication

## – Do words matter? (Sex ed memory)

- **Listen with respect** – Hear what is beyond the words
- Position yourself at eye level and make eye contact
- **Listen with respect**
- Pay attention to body language
- Repeat actions and messages of empowerment
- **Listen with respect**
- Allow for disagreement without triggering oppositional behavior
- Find areas of agreement
- **Listen with respect**
- Don't expect full buy-in
- Keep at it –engagement is not a “one-shot” deal
- **Did I mention, Listen with respect?**

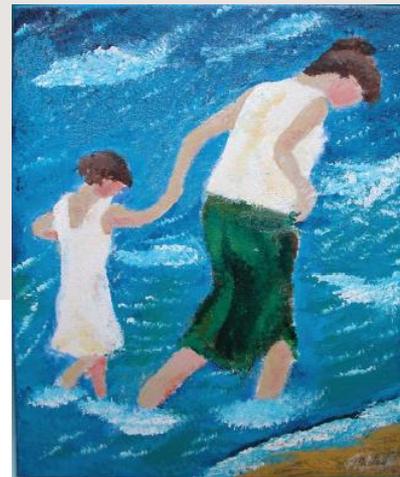


# Step 4: Investigating Resources

- Identify both formal and informal resources
  - Use resources the youth is familiar with as a starting pt
- Formal resources – agencies, providers
  - Applications, enrollment, waiting period
  - Eligibility, fees, alternatives
- Informal resources
  - Current foster family
  - Extended family
  - Peers, social network of the youth
  - Community of faith



# Step Five ~ Follow up: & On-Going Support

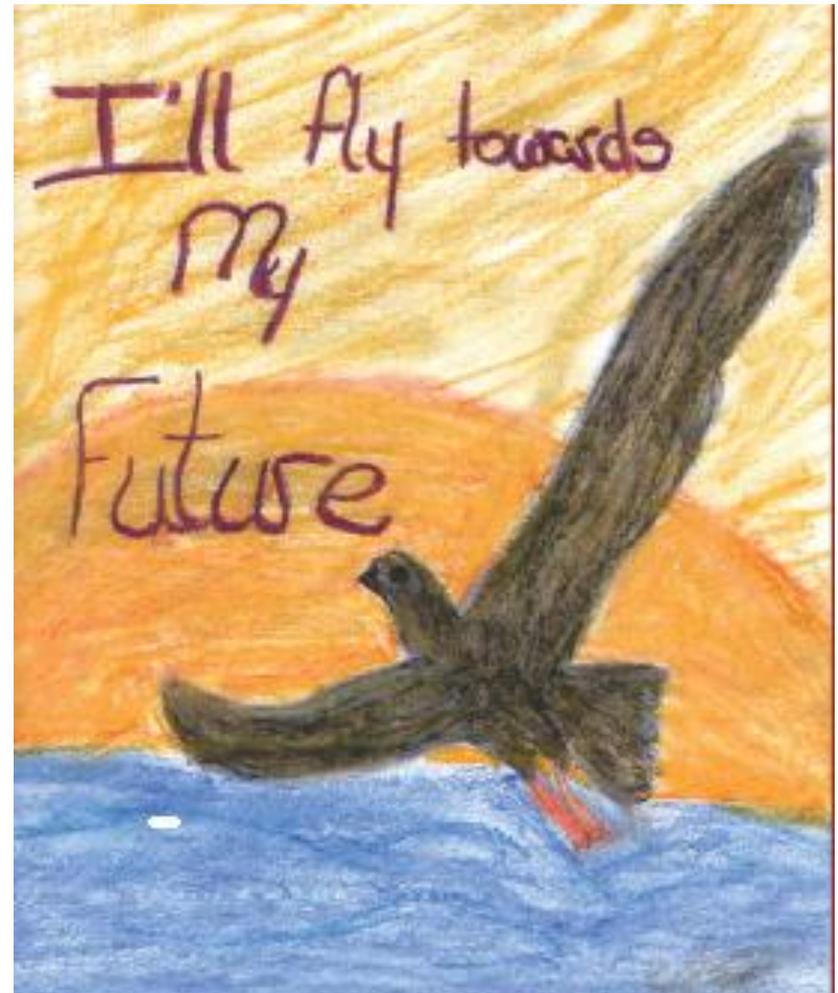


- Ensure that each step of plan is being implemented
- **Purposeful/P.O.'ed activities on visits, i.e. lifebook, journaling, art, hobbies (strength-building)**
- Check back, revise, modify from time to time as needed
- Post-permanency services must be put in place to support any permanency plan



# Final Story - Jamal

- All “5-Steps”
- Gathered the right team
- Used all “5 Key Questions”
  - Concurrently
  - With Jamal in the lead
- Result = Permanency





# Kentucky Permanency Roundtables

**Partnership with Casey Family Programs  
and the  
Cabinet for Health & Family Services,  
Kentucky Department for Community  
Based Services**



# OVERVIEW OF THE KENTUCKY PERMANENCY ROUNDTABLE PROCESS Fall 2009

- In the summer of 2009 we began planning for the first KY Roundtables.
- DCBS identified case based upon criteria



# Overview of the Specific PIP Tasks

- in-home services
- effective interventions
- case planning and service delivery
- relatives are utilized
- permanency goals are appropriate & timely
- foster parents and relative caregivers are supported



# Quality Assurance Systems

Front Line  
Worker  
Supports

Family Involvement  
and Capacity

Case Work  
Quality

Preventi  
on

Activitie  
Permanency

Courts

Service  
Provision

Child Stability  
and  
Permanency

Roundtables

Community  
Partner  
Collaboration

The  
Strategies  
Overlap

Improving  
Systems



# OVERVIEW OF THE KENTUCKY PERMANENCY ROUNDTABLE PROCESS

August 2009 – July 2010

- 162 cases involving 212 children.
- 3 day session
- Engaged Conversation
- Action Plan development



# *The Permanency Roundtable*

## *Goals:*

- To develop a permanency plan for specific children that can be realistically implemented. To establish life long connections and/or supports for these children.



# *The Permanency Roundtable*

## *Goals:*

- To stimulate analytical thinking with our staff and develop/model clinical practice as we seek pathways to permanency for these children and other children.



# *The Permanency Roundtable*

## *Goals:*

- To identify and address barriers to permanency that might be changed through professional development, policy change, resource development, and the engagement of system partners.



# Target Children and Families

- **Based on TWIST reports in July and August 2009**



# Who are the target children?

- **About 640 children at any point in time.**
  - **In previous year, about 37.5% of these children exited OOHC to permanency or for some emancipation.**
  - **Median age that entered care is 8 years old.**
  - **Median age now are 11 years old.**
  - **Median average of 3-4 moves in care.**
  - **40% were part of a sibling group also in the target group.**
  - **42.8% had reentered care at least once.**
  - **> 50% were placed in PCC homes or residential.**
- 
- **Based on TWIST reports in July and August 2009**

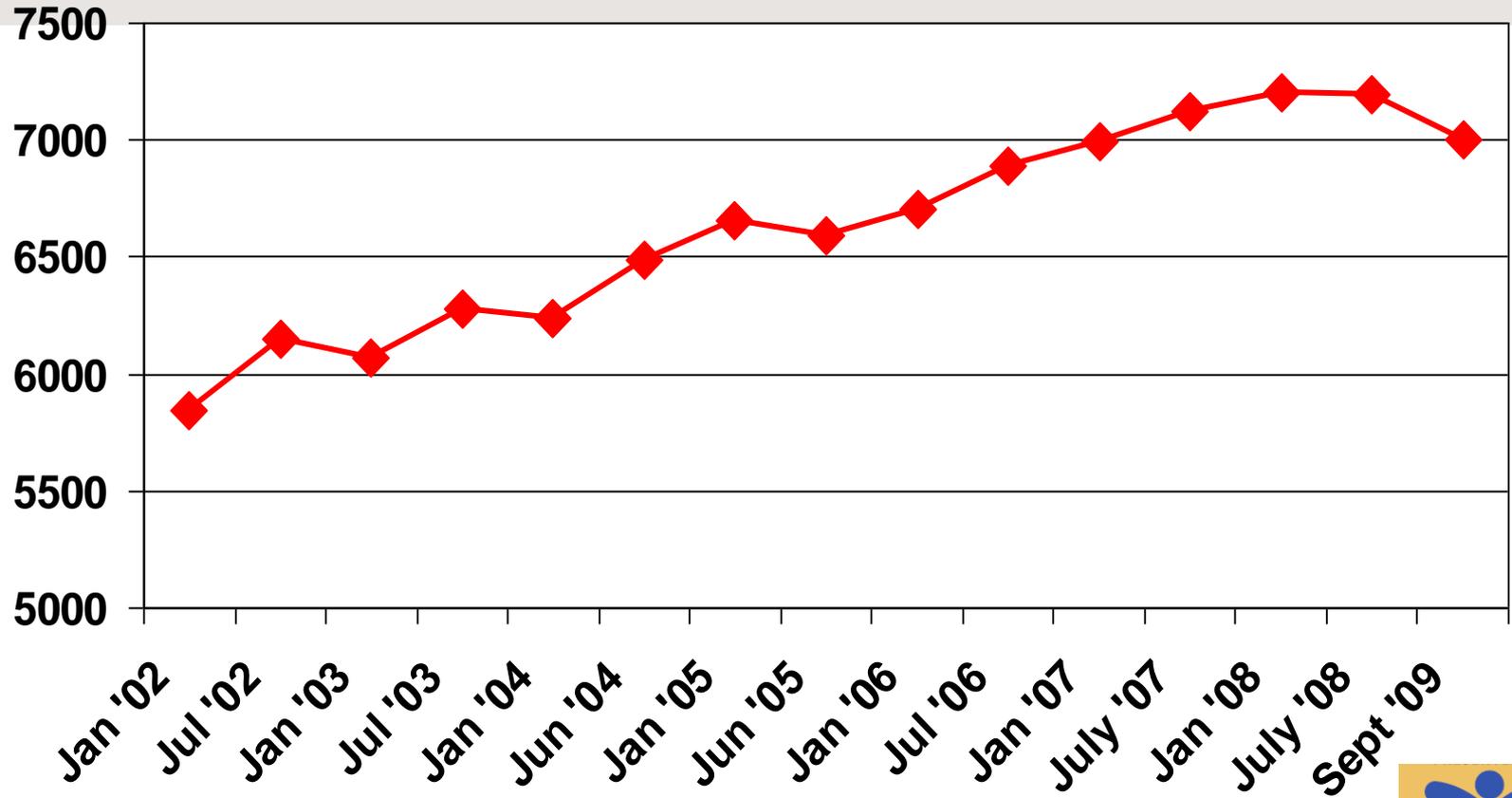


# Target Children from Families with Chronic Abuse/Neglect

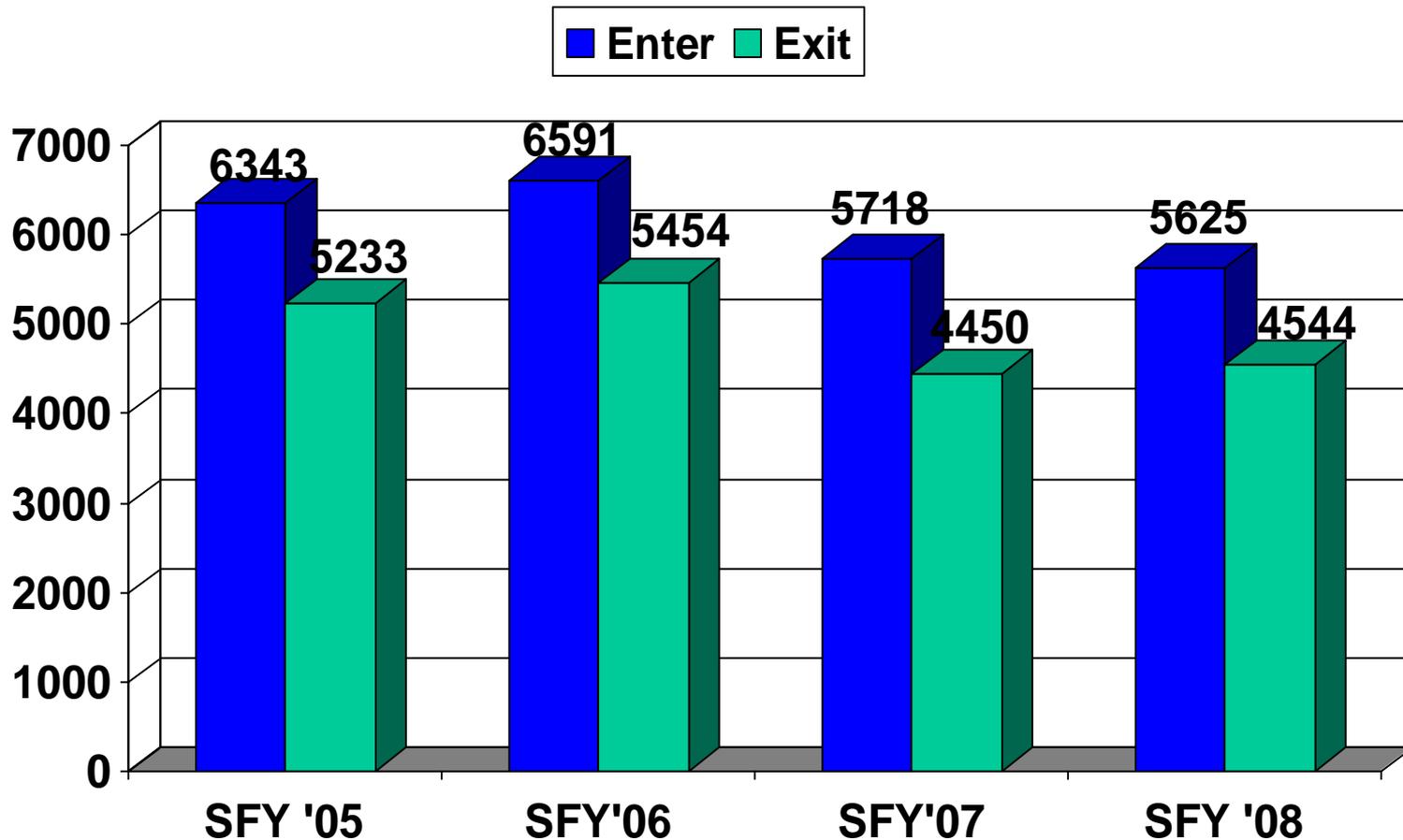
- **On average had 2.3 substantiated referrals.**
- **For 137 children (21.3%), the first substantiated referral in the family was BEFORE they were born.**
- **18% of families had another substantiated referral (adult or child) 60 days or longer AFTER the child's most recent entry to OOHC.**
- Based on TWIST reports in July and August 2009



# # in OOHC (Increase 28% since Jan 02)



# # of Children Entering and Exiting OOHC



# Why These Trends?

- Numbers in OOHC are increasing because fewer children are exiting.
  - These children have limited progress toward permanency in OOHC.
  - What to do?
    - Find ways to help children achieve permanency
- **Voila! - Casey Family Programs and the Kentucky Permanency Roundtables.**



# Kentucky Permanency Roundtables

## Purpose

- **To develop a permanency action plan for each child/youth that will expedite legal permanency**
- **To stimulate thinking and learning about pathways to permanency for these and other children**
- **To identify and address barriers to expedited permanency through professional development, policy change, resource development, and the engagement of system partners**



# Kentucky Permanency Roundtable Phases

**I. Welcome and overview**

**II. Present the case**

**III. Clarify and explore**

**IV. Brainstorm**

**V. Create permanency action plan**

**VI. Debrief roundtable**



# How is a Permanency Roundtable Different from other Case Reviews?

- Structure
- Length & depth
- Sense of urgency
- “Fresh eyes”
- Strengths-based
- Solution-focused



# Roles of Roundtable Participants

## Everyone-

Creative thinking that results in an effective Permanency action plan

## Clinical specialists & Permanency specialists

Internal consultation

## Caseworkers

Case Presentation; response to questions

## Supervisors

Supplemental information; Response to questions

## Permanency consultants

Facilitation and consultation



# “KY STAFF COMMENTS”

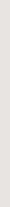
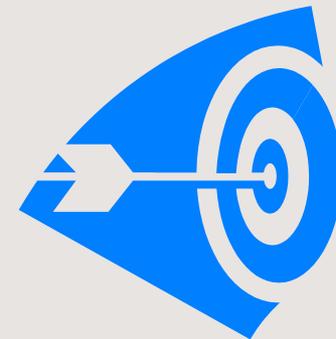
- The roundtable is a non-threatening atmosphere
- Leave feeling very supported
- There is a share in responsibility/action plans
- A Barrier Busting opportunity; statewide & Region wide
- Very Child focused; A life long connections/supports perspective
- Thinking outside of the box
- Helps DCBS administration better understand the role of front line workers





# Systemic Issues and Current Progress

Issues Identified at Debriefing  
(Coded into Themes)  
Ongoing Monitoring of Progress



# KENTUCKY ROUNDTABLE SUCCESSSES

- KENTUCKY ROUNDTABLE SUCCESSES PHASE I
  - • Permanency Achieved - 39 children
  - • New Connections - 108
  - • New Services - 126
  
- KENTUCKY ROUNDTABLE SUCCESSES PHASE II
  - • Permanency Achieved - 5
  - • New Connections - 27
  - • New Services - 86



# MOVING FORWARD...

- Waiting on goal change to adoption: 7 cases, 10 kids
- Waiting on TPR, children are in adoptive homes: 21 cases, 27 kids
- Waiting on adoption to occur: 8 cases, 15 kids
- On trial home visits, waiting to release custody: 13 kids/7 cases
- Waiting on courts to make a decision so case can move forward in any directions: 1 cases/kids



# *Kentucky Stories*

❖ Child & Teacher

❖ Father & Siblings

❖ Supportive Father

❖ Adult Adoption



## *With your help...*

- Improve Partnerships
- Focusing together on outcomes
- Importance of Permanency
- Support connections
- Improve Practice



Are we

“P.O’ed” Yet?

For powerpoint or other materials:

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