

Recruiting Foster Homes for Youth involved in the Juvenile Justice System



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Group vs Foster Care

Group care has unintended consequences:

- association with other delinquents creates negative behaviors such as:
 - increased aggressiveness,
 - delinquent behaviors,
 - substance abuse.





Performance Foster Care

Who are the Kids that need PFC in CA?



- ✓ **Aggressive/violent kids**
- ✓ **History of delinquency, criminal activities**
- ✓ **Conduct Disorders, PTSD, ODD**
- ✓ **Problematic sexual behaviors**
- ✓ **School issues and difficulties**
- ✓ **Lots of trauma history/responses**

Performance Foster Care

“This isn’t your Grandma’s foster care anymore!”



Who are successful PFC Parents?

- reinforce positive/appropriate behaviors
- closely supervise at all times
- carefully monitor peer associations
- specify clear, consistent rules and limits
- consistently follow through with consequences
- encourage youth to develop academic skills and positive work habits
- engage youth's family to be highly involved
- assist with building a positive relationship between youth and his family
- mentor youth's family to develop parenting skills and communication



Critical Program Components

- Individualized daily program for youth (No more than 2)
- *strong FP-CM-PO relationship w/daily consultation*
- high involvement with youth's family
- *specialized pre-service/in-service training*
- 24/7 live person crisis response
- *strong emphasis on FP teaching interpersonal skills, involving youth in positive social activities*
- exceptional supports to foster parents including pay, respect and inclusion
- *regular home visits for youth with family*
- program has school liaison for school transition/issues
- *each youth has a positive, strong mentor*
- aftercare program and services for youth and family

What you need to understand to formulate your recruitment plan...



- Motivations ●
- Rewards ●
- Challenges ●
- Characteristics ●
- Supports Needed ●

What's your Message???

- Need to clearly define/articulate what TxFC is to public
- Honest about roles/responsibilities and challenges
- Highlight positive impact of fostering on the child/family
- Talk about supports provided
- Do not have to be superheros!!!
- NO rescue messages!!!



You will get what you ask for...

Targets for Recruitment

- **Working class, not necessarily professionals**
- **Don't have kids under age 15 living in the home**
- **Communities with tradition of extended kinship care**
- **Teachers, paramedics, health care, firefighters**
- **Experience and skills working with teens**
- **Juvenile Justice employees**
- **Special Education teachers**
- **LGBTQ families/Affirming Families**
- **Retired social workers**
- **Military families**



Tips for Recruiting FH for your Youth



- Use your data!
- Be targeted in your recruitment
- Use teens, FP & youth's family to tell the story
- Develop targeted materials
- Include supports in recruitment materials/messages
- Be clear about expectations for FP and youth
- Be responsive to interested people
- Hand carry applicants through the approval process so you don't lose them

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