

Foster 

VC Kids

21st Century Caregiving :

**Foster VC Kids Resource Family Training
Session 4**

Day Four Learning Objectives

- ▶ Define **normalcy** and articulate its importance in achieving positive outcomes for children and families.
- ▶ Identify **normalcy requirements** and the role a resource family plays in helping a youth live a normal childhood.
- ▶ Develop a **normalcy plan**.
- ▶ Define **cultural competence** and articulate its importance in reaching positive outcomes for children and families.
- ▶ Define **racial disproportionality** and explain the role a resource family can play to help address racial bias.
- ▶ Identify strategies systems of care and individuals can utilize **to work toward culture competence**.
- ▶ Explain the role resource families play in **helping youth develop their racial and ethnic identity**.



Ice Breaker

Isabel

Cornelius

Alejandro

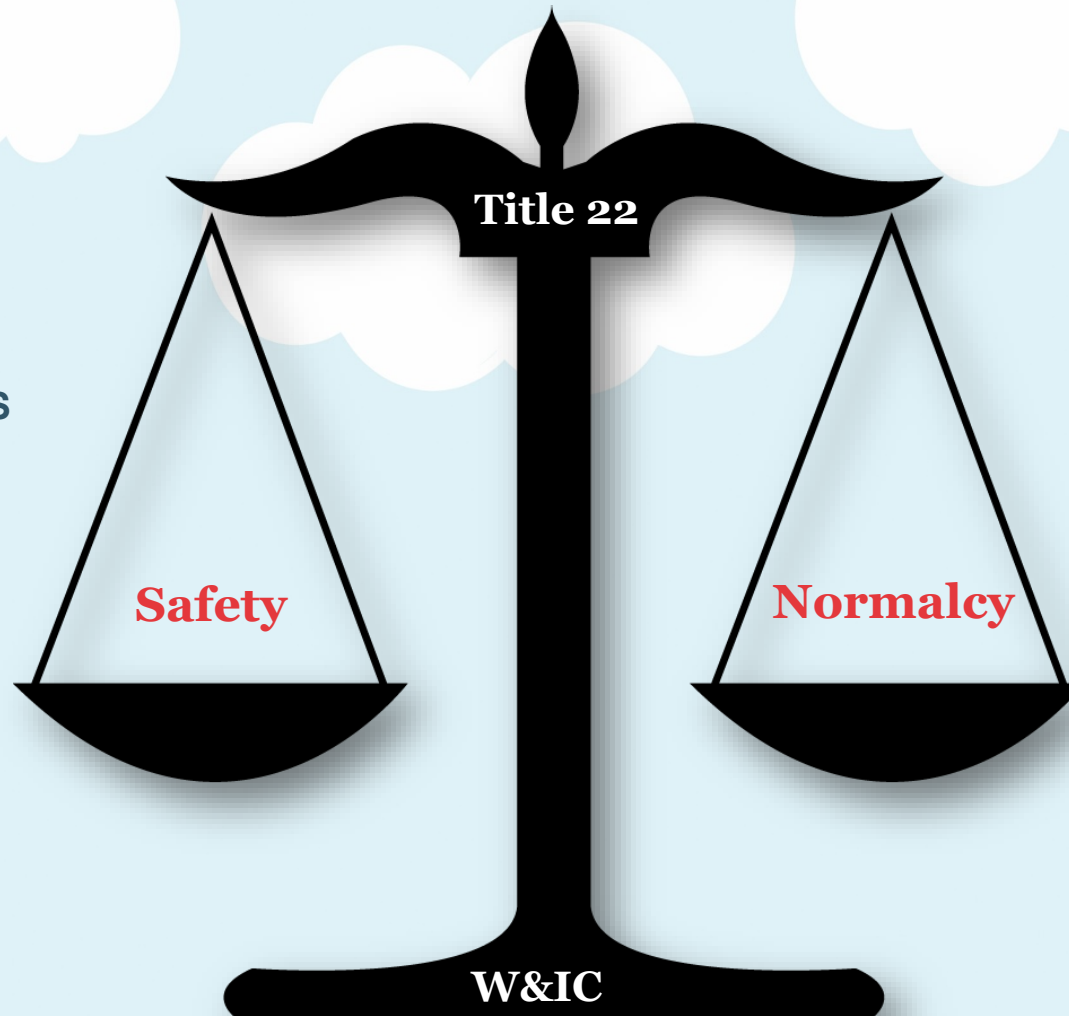
**Every Name
Tells a Story**

Mary

Tawanda

What are the Policies Regarding Normalcy?

Safety is ALWAYS
the first concern.



HOWEVER,
youth must be
able to
participate in
appropriate
social and
extracurricular
activities to
promote social
development
and maturity.

“Establishing “normalcy” means that [foster youth] get to do what their friends do, that they have a chance to pursue their interests and build dreams for their future and, most importantly, that they have a family who cares about them, just like their friends.” -Gary Strangler, Casey Youth Opportunities Initiative, Huffington Post, July 2014

The Reasonable & Prudent Parent Standard

The RPPS enables caregivers to make a range of decisions about the children in their care. These include:

- Participation in age-appropriate extracurricular, enrichment, and social activities
- The use occasional short term babysitters for 24 hours or less
- Discipline that is respectful of the child's rights



Normalcy FAQ: Driver's License

- ▶ **Can a teenager in foster care get a driver's license?**
 - Social worker is authorized to sign the youth's application for learner's permit and driver's license
 - A responsible adult must add the child to their insurance plan.



Normalcy FAQ: Employment

► Can a teenager in foster care get a job?

- Must be 14 ½
- Work permit obtained through school district
- Youth must have at least 2.0 GPA
- resource family and youth coordinate employment in consultation with social worker.



Normalcy FAQ: Overnights

Can a child in foster care spend the night at a friend's house?

- ▶ Yes, this falls under a decision that can be made by applying the reasonable and prudent parent standard. When applying this, caregivers should have adequate information about the activity and ask themselves:
 - ▶ Does this activity seem reasonable?
 - ▶ Is this activity age-appropriate?
 - ▶ Are there foreseeable hazards?
 - ▶ Is there anything based upon the foster child's case history with the current caregiver to suggest that this activity would not be appropriate for the foster child?
 - ▶ Does this decision maintain the foster child's health, safety and best interests?
 - ▶ Does this activity assist in normalizing life in foster care?



Normalcy FAQ: Dating

► Can teenagers in foster care date?

- Dating is a natural and normal part of growing up
- Our job is to help the youth make good decisions about where they are going and with who they are with
- Set appropriate boundaries and limits
- Don't be afraid to say "no"
- Discuss with your child's social worker, birth parents, and your teen



Normalcy FAQ: Allowance

- ▶ **Does a teenager in foster care receive an allowance?**
 - Providing allowance supports learning about money management and financial responsibility.
 - The amount should be determined on an individual basis and be negotiated between the teen, resource family and Social Worker or ILP Specialist.
 - Chores are an acceptable method for earning allowance as long as you are consistent and fair with all the children.



Use of Cell Phones and Other Technology

- ▶ **Foster Children are allowed to:**
- ▶ **Maintain a cell phone that is being paid for by the family**
- ▶ **Have access to computers, tablets, and any other technology in a manner similar to the other children in the home**
- ▶ **Maintain social media accounts**
- ▶ **Caregivers can place reasonable limits.**



Independent Living Program

- ▶ **Provides foster youth with a full continuum of services to assist them in:**
 - building on strengths,
 - addressing areas of need while,
 - moving towards independence through self determination.
- ▶ **A series of home and community-based skill-building activities designed to teach basic life management skills to teens so they may live with**
 - ▶ self-awareness,
 - ▶ self-reliance, and
 - ▶ self-sufficiency upon maturing into adulthood.



Independent Living: Role of Resource Family

▶ You play a critical role as family teacher:

- Money management
- Food management
- Personal appearance & health
- Housekeeping
- Transportation
- Education planning
- Job seeking & job maintenance
- Emergency/safety skills
- Community resources
- Interpersonal skills
- Legal issues
- Housing



Rights of Children in Foster Care




**Creating A
Normalcy
Plan**

“Culture is to humans
as water is to fish.”

Terry Cross
Executive Director,
National Indian Child Welfare Association





When culture is ignored, families are at risk of not getting the support they need, or WORSE yet receiving help that is more harmful than helpful.

Culture influences how and from whom we seek support.

Culture informs our understanding of when support is needed.

Culture influences how we attempt to provide support.



“ The ability of individuals and systems to respond respectfully and effectively to people of all cultures, classes, races, ethnic backgrounds, sexual orientations, and faiths or religions in a manner that recognizes, affirms, and values the worth of individuals, families, tribes, and communities, and protects and preserves the dignity of each.” –Child Welfare League of America



A definition of cultural competency in public child welfare should also consider age, especially concerning youth transitioning out of the child welfare system, and class/economics.

**Evidence shows that children of all races are equally as likely to suffer from abuse and neglect...
...but children of color, especially African American children, are more likely to enter and remain in foster care.**



Racial Disproportionality: Contributing Factors

Lack of affordable housing...



Distrust of child welfare system...



**Lack of substance abuse
and mental health services...**



**Lack of supports and other
services in poor neighborhoods...**



Racial Disproportionality: Contributing Factors

Co-parenting and involving parent in decision-making...



Supporting efforts for reunification and permanency...



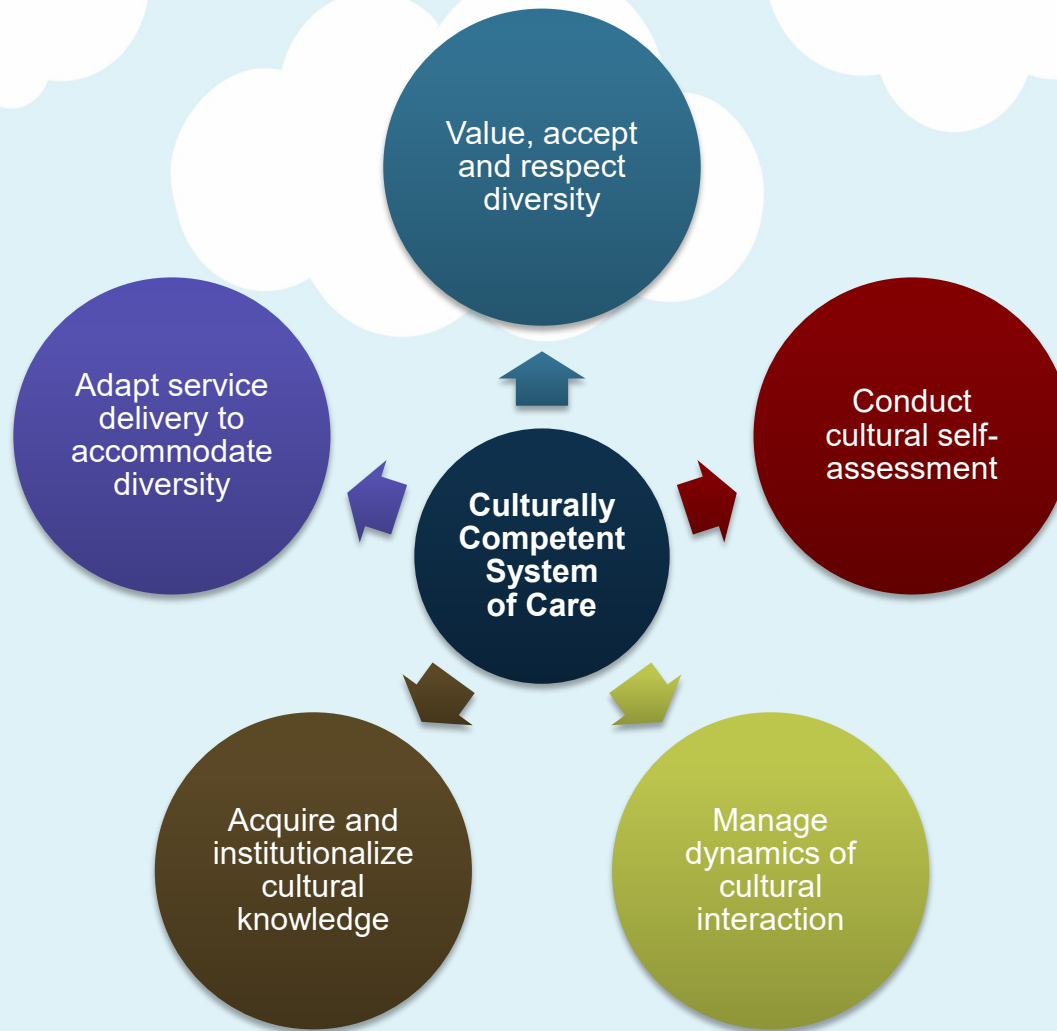
Advocating for the child and family...



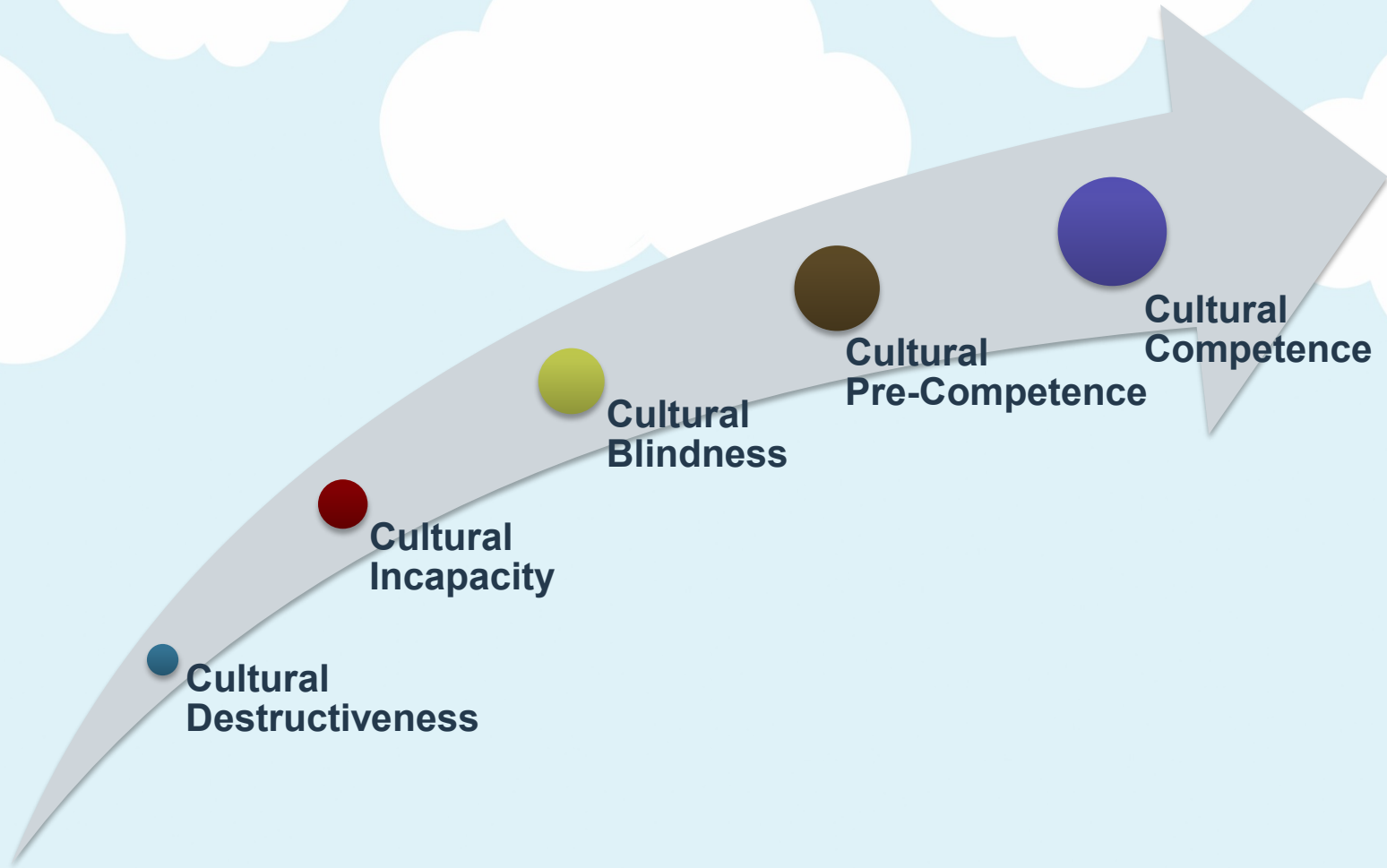
Mentoring biological parents...



The Five Essential Elements for a Culturally Competent System of Care



The Cultural Competence Continuum



To become culturally competent, you must...

The background of the slide features a green-tinted image of the Statue of Liberty. She is shown from the waist up, holding a flaming torch in her right hand and a tablet in her left. The background is a dark blue gradient.

...have self awareness including your cultural lens, bias, style preferences;

...recognize the impact that our own cultural lens has on your role, communication style, and perceptions;

...commit learning more about the culture of interest and respect families as the primary source for defining needs and priorities;

...develop skills in cross cultural communication and increase your sensitivity to alienating behaviors; and

...be prepared to work with children and families in a culturally diverse and at times incompetent world.



We view our world through our own cultural lens. This lens affects how we see ourselves and how we see others...

...It also has a significant impact on the choices we make and the paths we take in our lives.

Learning About the Culture of Others

Studying the culture...



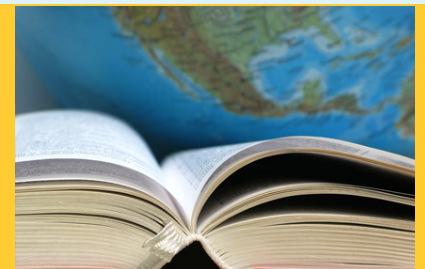
Talking to and working with individuals from the culture...



Participating in the daily life of the culture...



Learning their language...



Improving Cross-Cultural Communication

Educate Yourself

Look at Your Own Culture

Practice Understanding

Stop, Listen and Think!

Suspend Judgment

Adapt



Trans-racial resource families consist of children of one race or culture being raised by parents of a different race or culture.

Trans-racial families are considered families of color.



**Resource Families have the responsibility...
...to help their children define themselves as a member of their own genetic racial and cultural community.**

Trans-racial Parenting

How many friends do you have of another race or culture?

What types of things do you seek to know about other cultures?

Do you attend multi-cultural events and celebrations?

What do you know about specialized skin and hair care for children of color?

Have you incorporated other races and cultures into your home life?

Are the schools in your area diverse with children of many cultures?

What cultures are represented in your church?

How do your extended family members view people of different races?



Parenting Tasks for Trans-racial Parents

Interact with people of your child's race.

Live in a diverse, integrated neighborhood.

Recognize multiculturalism is an asset and valued.

Seek out mentors within your child's culture.

Choose integrated schools that offer unbiased educational materials.

Stand up to racism and discrimination.

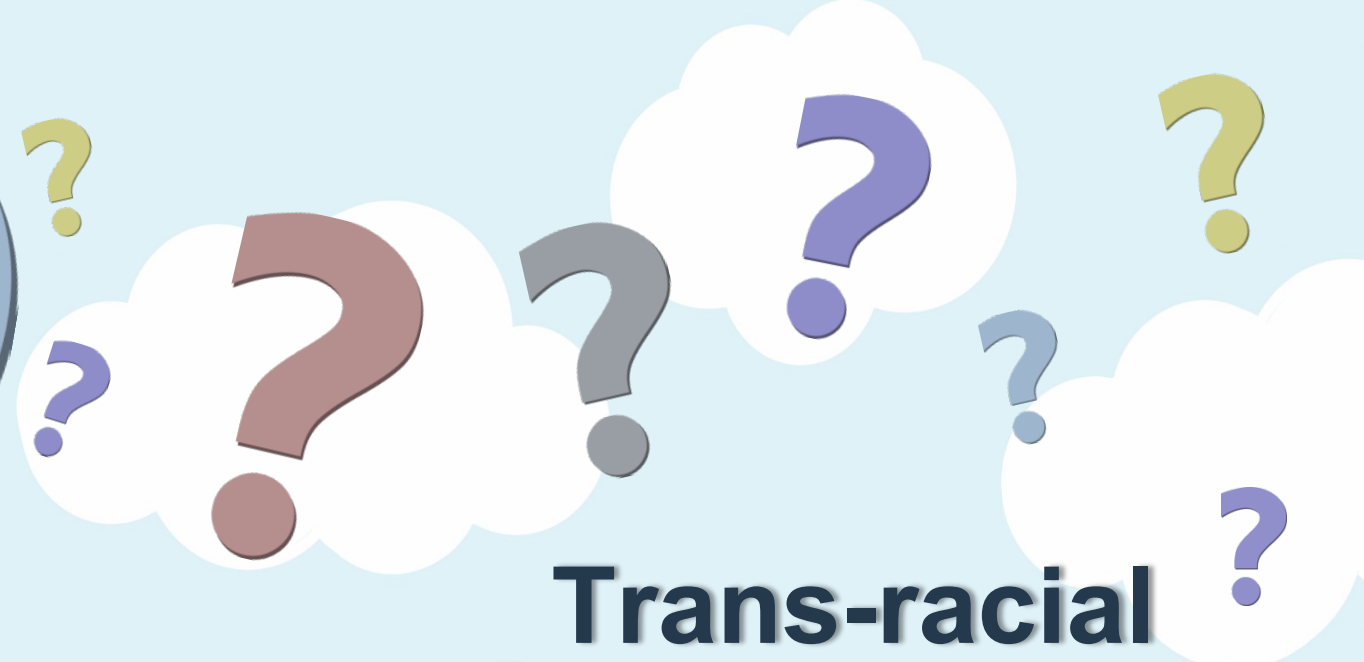
Provide the appropriate hair and skin care for your child.

Make your home a bicultural home.

Talk about race and culture often.

Go to places where your child is surrounded by people of his/her same race and culture.





Trans-racial Parenting: Answering the Difficult Questions



Voices of Youth



End of Day Four

**Thank you
for participating.**

