

Join the breakout room for the decade you were a teen.

Appoint a spokesperson

How did the decade in which you lived as a teen impact you as an adult?

Name 2 impacts

1970's

1980's

1990's

2000's

2010's

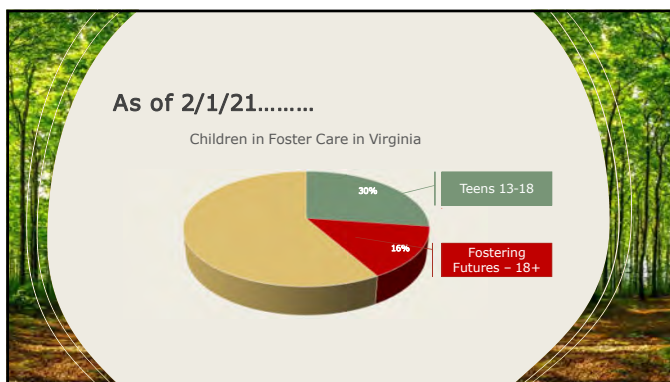
How do you think the teens you brought with you today will be impacted as an adult by growing up in today's world?

Youth/Teen VOICE

-14-21 years old

"When you have lost everything, you believe you won't amount to anything. " -Jim Casey Young Fellow






Outcomes for Youth Va compared to US 2018

Youth 14+	Virginia	U.S.
in FC	35%	25%
Leave FC without permanency	73%	51%
3+ placements	55%	51%
High School Grad/GED	86%	76%

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Outcomes for Youth Aging out of Foster Care

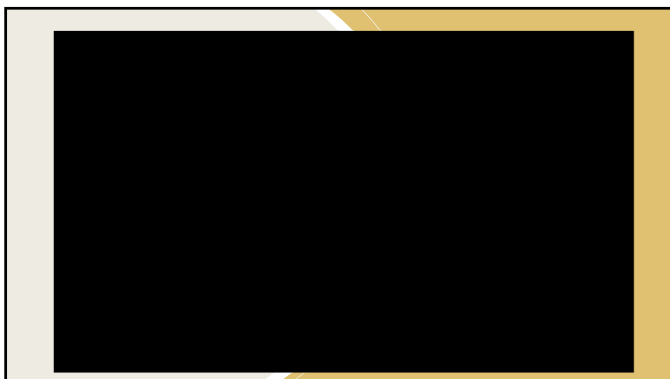
- 23,000 age out every year
- 20% homeless
- 50% develop problems related to substance use
- 16-20 percentile pts lower on standardized tests
- 3% go to school past high school
- 45% trouble with law enforcement; 41% time in jail



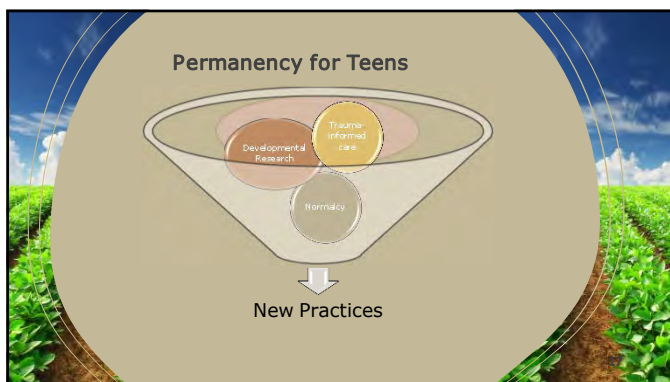
I am not a statistic!

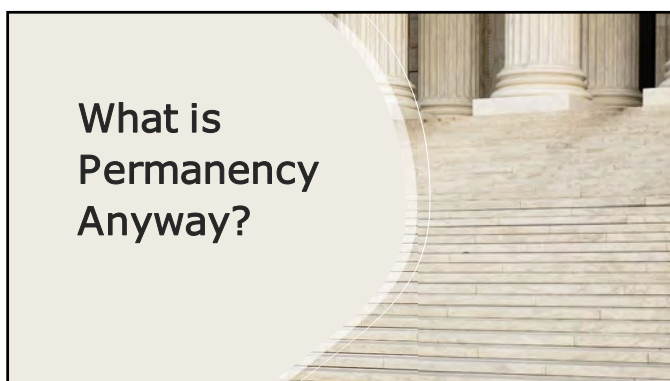
[I am not a statistic - YouTube](#)













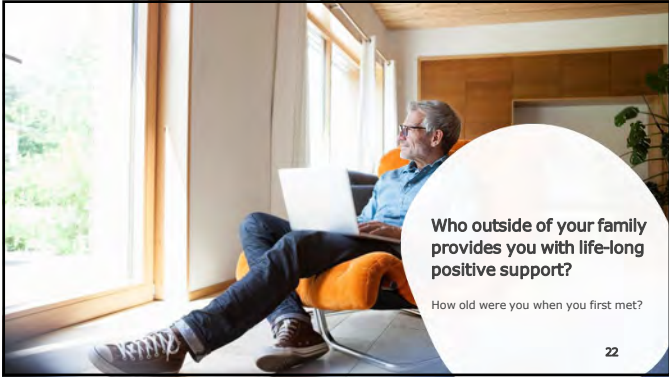
We all need support!!

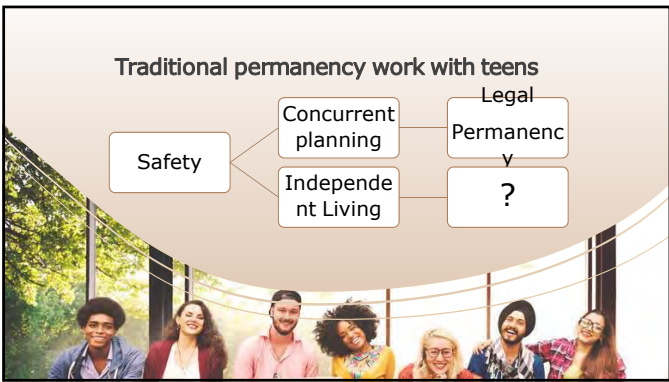
- 1/3 adults 18-34 lived with parents in US in 2016
- 61% helped children financially
- 48% helped with daycare
- 39% helped with housework, home repairs, or errands

Just one meaningful adult relationship

- Increased participation in secondary education
- Reduced risk of homelessness
- Improved psychological & physical Health
- More likely to have bank account

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Youth Welfare Approach

Shifting from...



Reactive	• Proactive
Case Driven	• Youth Driven
Protection-focused	• Normalcy-Focused
Past/Present Focused	• Future Focused



Handouts B1, B2 25

Reactive to Proactive

Share	Allow	Encourage
Share the power in decision-making	Allow teen to try new things & learn from mistakes	Encourage independence

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Case Driven to Youth Driven

Teen's voice must be heard for making decisions about:

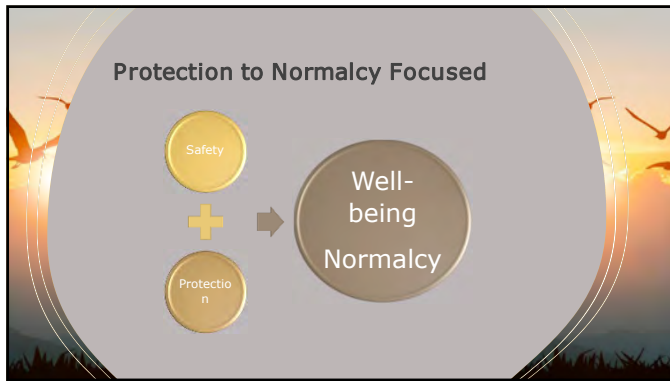
- Case plans
- Contact with family

Workers need to provide youth:

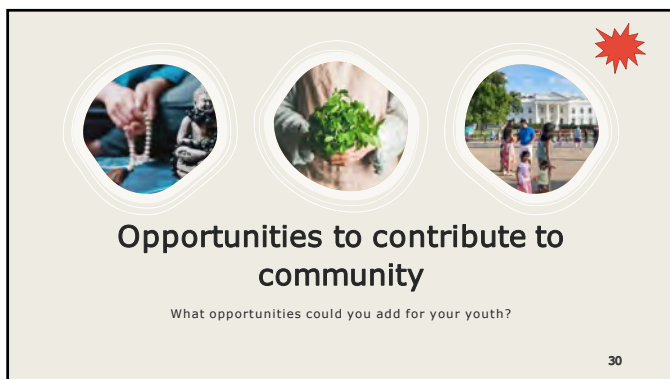
- Information, skills, supports
- Choices with a safety net in place

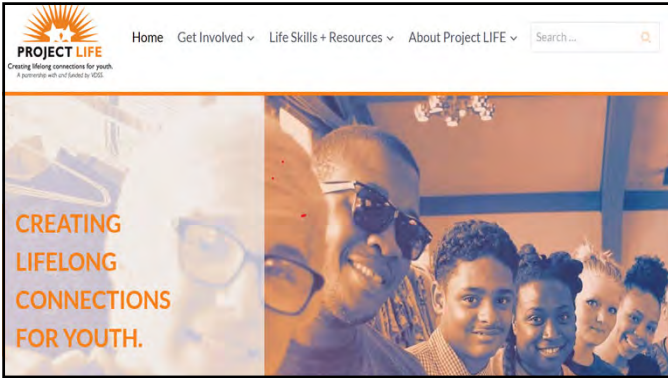


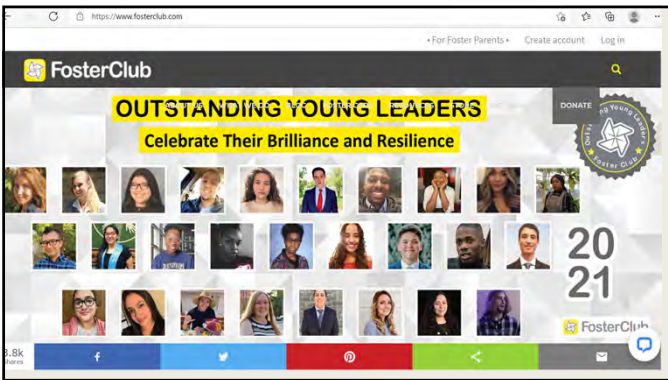
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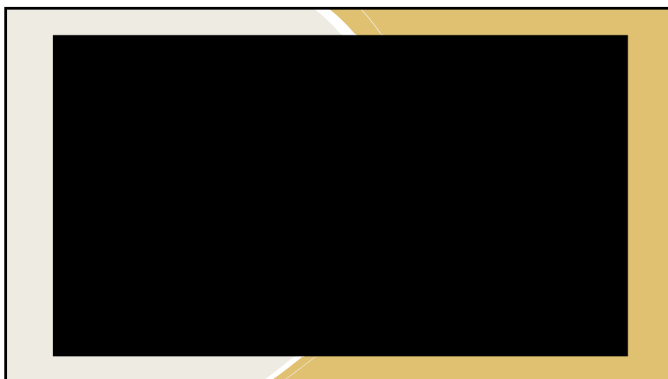














**Mindfulness- using
all your senses**

Mindsight exercises






Limited control over Emotions

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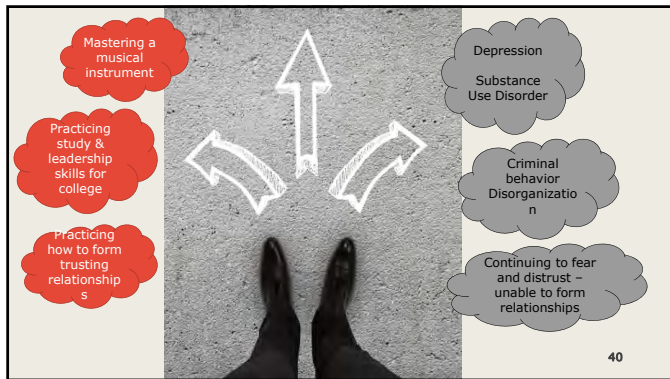
**Complex Thinking &
Problem Solving**

Cold
Cognition

Hot
Cognition



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Teens are naturally Risk Takers and Thrill Seekers

- They have excess DOPAMINE

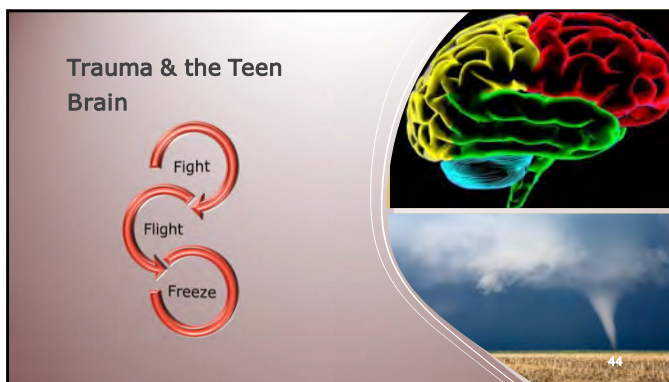
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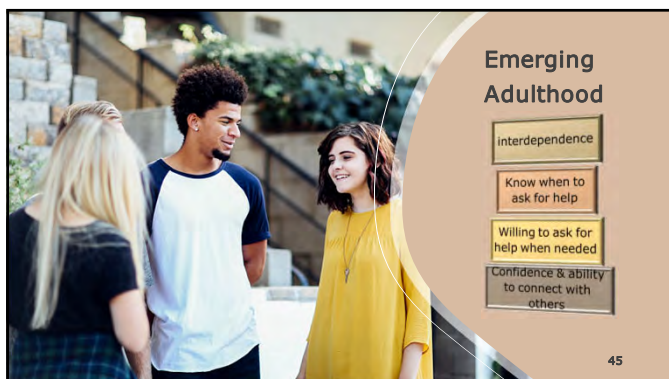
Teens need more sleep than children or adults.

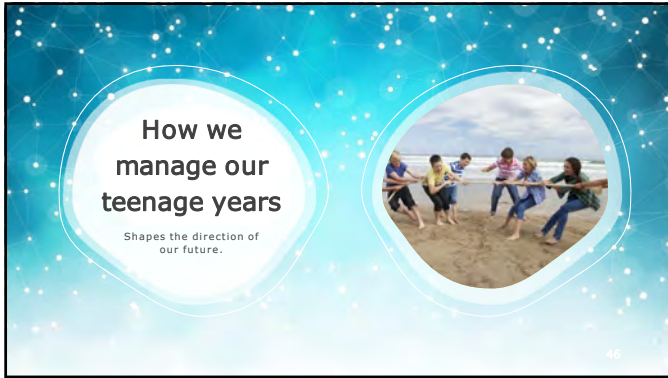
- Melatonin levels keep teens up late at night and asleep late in the morning
- Teens need an average 9 hours sleep
- Most teens function on not enough sleep resulting in - problems with mood, health, concentration, etc.

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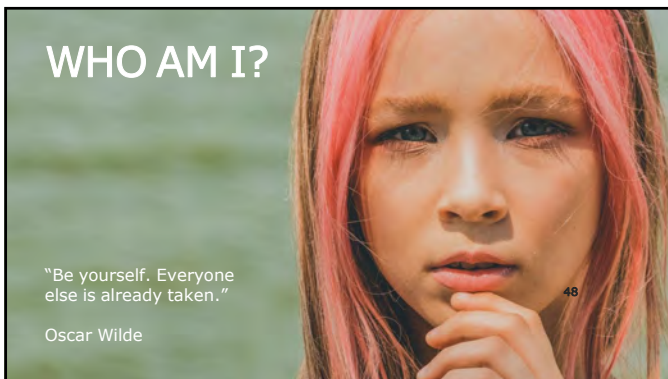


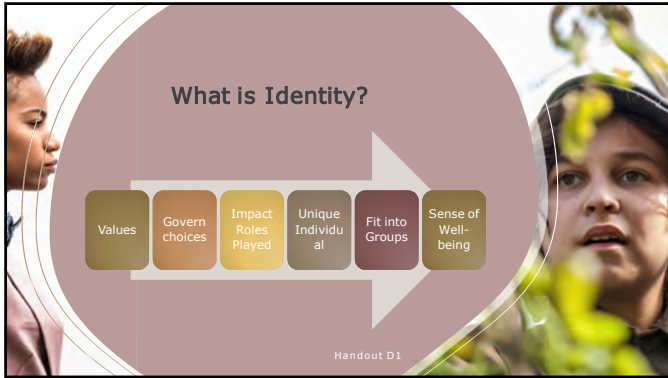


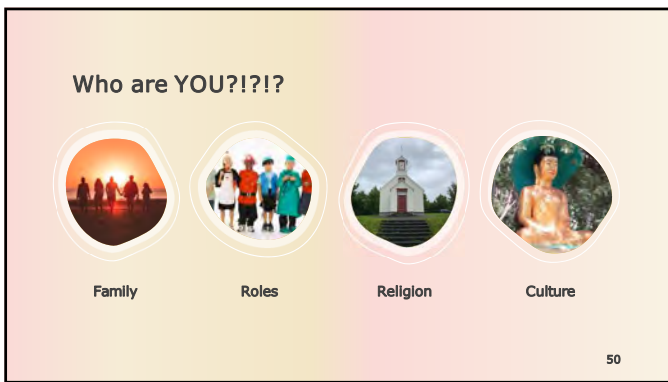




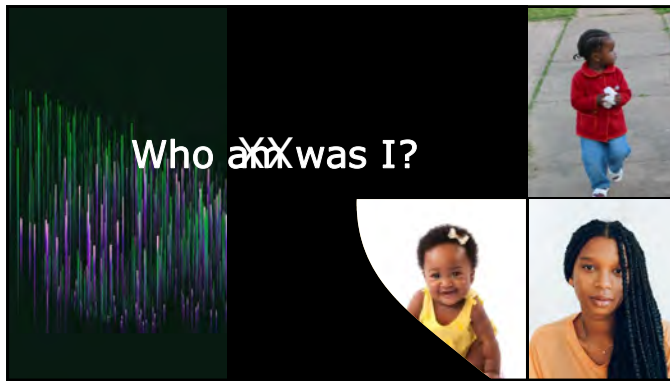




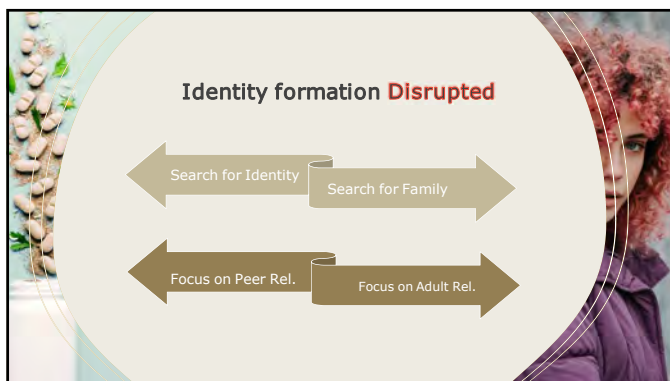












Identity

Cultural/Racial

Family/Siblings

Gender




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Culture

Ethnicity

Race


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Cultural Identity

20% change ethnic identity

Provide opportunities for cultural experiences



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Join one group

1. Physical /Emotional
2. Cognitive
3. Identity
4. Impulse Control

Handout D2



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Breakout Groups – Impact of Foster Care

Group 1 Physical Emotional	Group 2 Cognitive	Group 3 Identity	Group 4 Impulse Control	EXAMPLE: Peer Relationships
Adjust to a new physical sense of self	Adjust to new intellectual abilities	Develop a personal sense of identity	Develop increased impulse control & behavioral maturity	Develop stable & productive peer relationships
Gain emotional & psychological independence from parents	Meet increased cognitive demands at school	Establish adult career goals	Consolidate capacity to control impulses, reg emotions	
Learn to manage sexuality & sexual identity	Expand verbal skills	Adopt a personal value system		

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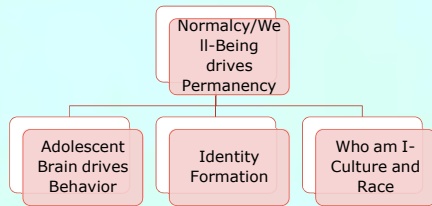
Peer Relationships

Adolescents are expected to:	For youth who have experienced foster care: What if...	Cultural considerations: What if...
Develop stable and productive peer relationships.	the stability of my relationships with my peers has suffered because I am never in a place long enough to plant friendship roots.	I have not been placed with people who share my culture and values and no one has provided the opportunity for me to build these relationships?

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In Breakout Groups:

1. What might be the impact on the youth?
2. How can you mitigate that impact?

Summary

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Return answers to
Marlene.freedman@dss.virginia.gov by 7pm

Transfer of Learning

1. Project Life website – find 2 resources for the youth you brought with you
2. Watch [Young Adult, Formerly in Foster Care: Reclaiming My Name – YouTube](#)
Answer: why was it so important for this young man to reclaim his name?
3. Practice Mindfulness – chose 1 of 5 and describe how you felt afterwards.



The social isolation, constant changes, and lack of control brought on by Covid19 reminds me of feelings I experienced while in foster care.
Aliyah Zeien

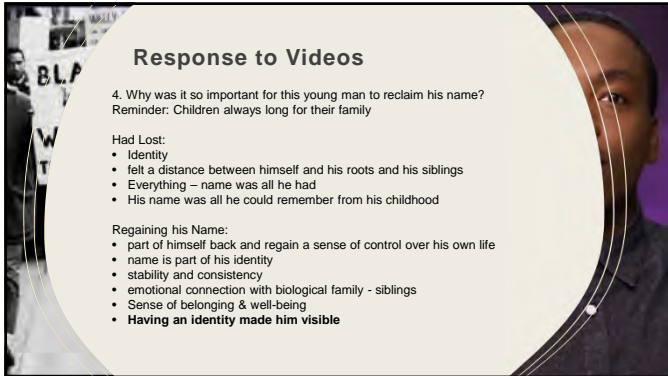
AGENDA

- Review TOL
- Who am I: The Sibling Connection
- Who Am I: Gender Identity

2

TOL from Day 1 Project Life Resources		
Casey Life Skills	Health & Nutrition – emotional awareness	Emotional Awareness
Getting Around – transportation resources	Educational Tool – Dream it Plan it Do it	Physical Health/Wellness- Exercise Choices Tool
SPEAKOUT	Medial Assistance	Chaffee Transition Plan
ETV	Youth MOVE through NAMI	Next Gen Pathways
Housing	Fostering Futures	Self-reflection about Race, educate self about terms,etc
Employment Tools– What I like to do and what I am good at	Getting Around	Monthly Newsletter

3



Response to Videos

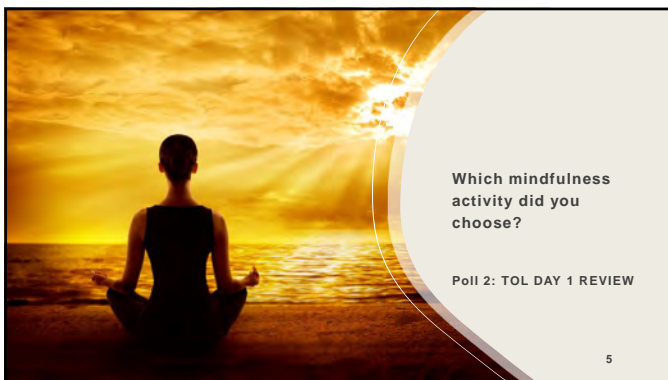
4. Why was it so important for this young man to reclaim his name?
Reminder: Children always long for their family

Had Lost:

- Identity
- felt a distance between himself and his roots and his siblings
- Everything – name was all he had
- His name was all he could remember from his childhood

Regaining his Name:

- part of himself back and regain a sense of control over his own life
- name is part of his identity
- stability and consistency
- emotional connection with biological family - siblings
- Sense of belonging & well-being
- **Having an identity made him visible**



Which mindfulness activity did you choose?

Poll 2: TOL DAY 1 REVIEW

5



Who am I?

The Sibling Connection




How many siblings do you have?

POLL 3: SIBLINGS





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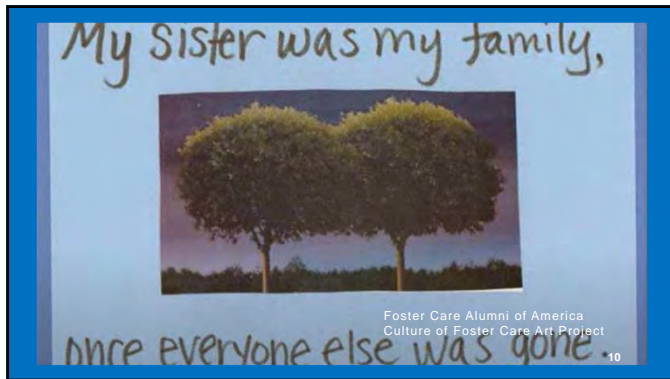
What do you share with your siblings that you do not share with anyone else?

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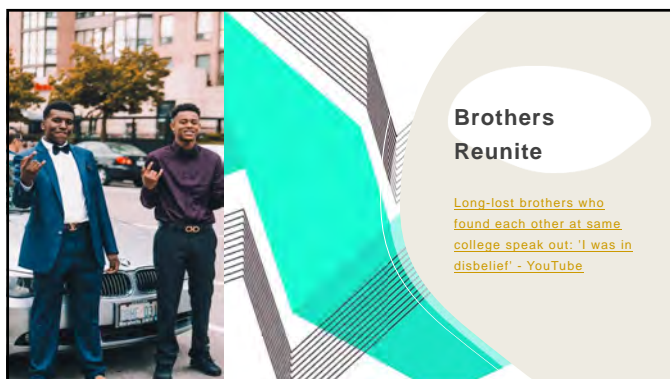
Siblings provide a lifetime of support.

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Brother's Reunite



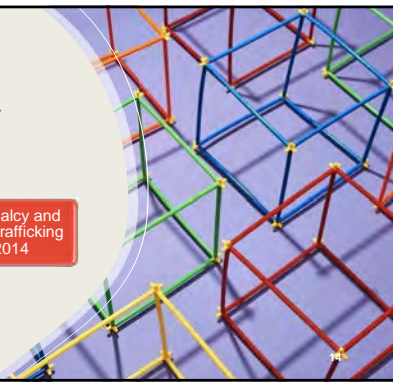
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Legislative Support for Sibling Connections

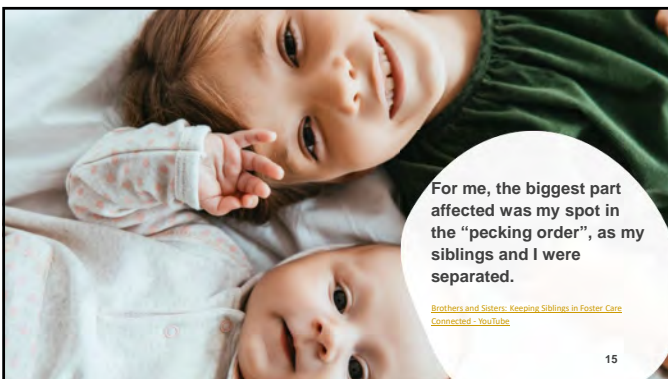
Fostering
Connections
2008

Normalcy and
Sex Trafficking
2014

Section 6.4 Foster
Care Guidance



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For me, the biggest part affected was my spot in the "pecking order", as my siblings and I were separated.

[Brothers and Sisters: Keeping Siblings in Foster Care Connected - YouTube](#)

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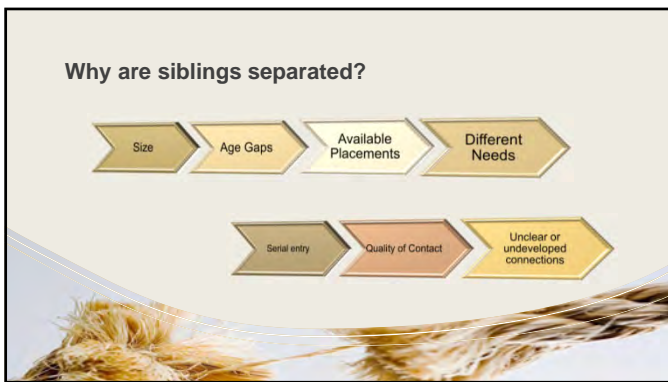


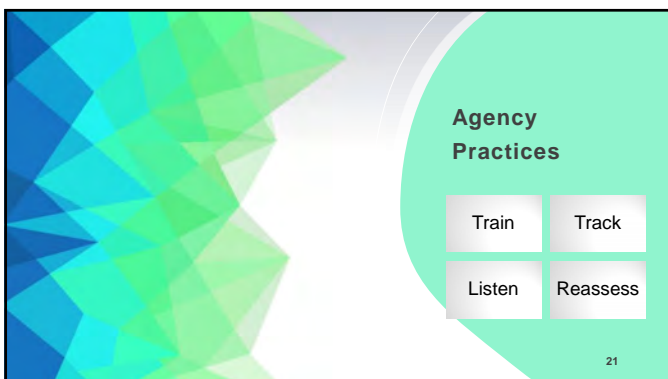
Siblings placed together acts as a protective factor.

- Buffer grief/loss
- Who am I?
- Boost Self-Esteem
- Know sibling's status
- Emotional, spiritual support
- Face world as a team

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Strategies to Support Foster/Adoptive Homes

- Assess Capacity
- Mentoring
- Family Specific Recruitment
- Specialized Contracts
- Support



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Dispel these myths.....

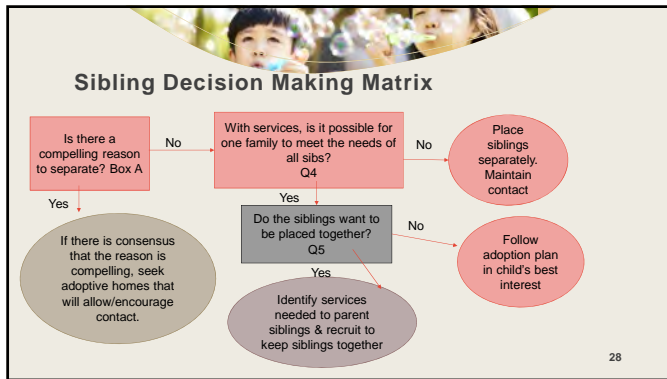
1. Parentified children should be separated so the older one gets to be a child and let an adult parent the younger one.
2. Brothers and sisters who have a contentious relationship should be separated.
3. Siblings band together against the foster parent, so they need to be in separate foster homes.



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And search for **ALL** siblings – even those youth may not know about



Sibling Fun Facts

1. Parents really have a favorite child.
2. Older siblings have more allergies.
3. The oldest sibling is more likely to be an extrovert.
4. The youngest sibling has the highest IQ.
5. The youngest sibling is more rebellious.
6. The middle sibling gets the most parental attention.
7. Parental conflict wears down the sibling relationship.

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IT IS SO
DIFFICULT
TO LIVE
LIFE AS
JUST
ONE
LEAF.
-YESHI VAUGHAN

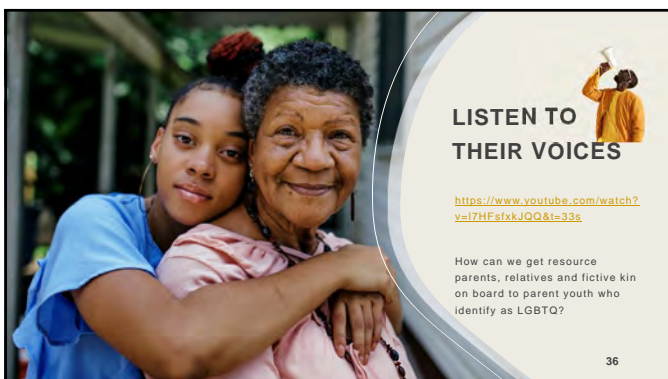
I am sad when I see siblings playing at the park. I am disappointed when I don't have to share my birthday party. I feel down when Facebook reminds me it is sibling's day to celebrate. I am heartbroken they were not at my high school graduation. I am sorrowful when I do not have them as cheerleaders at my sporting events. I am hurt they will not be at my college graduation. There is not a cure to heal the pain that comes from sibling separation.

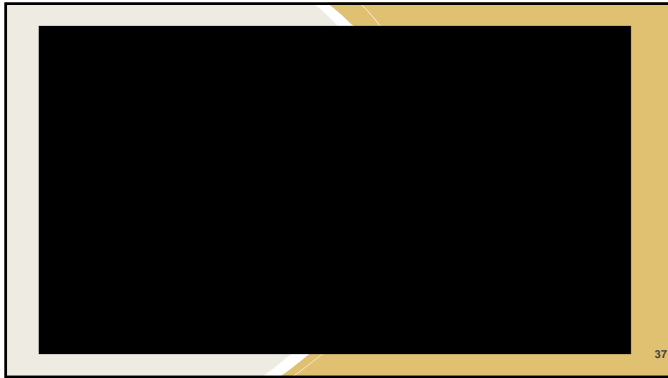
By Yeshiv — Aug 13, 2018

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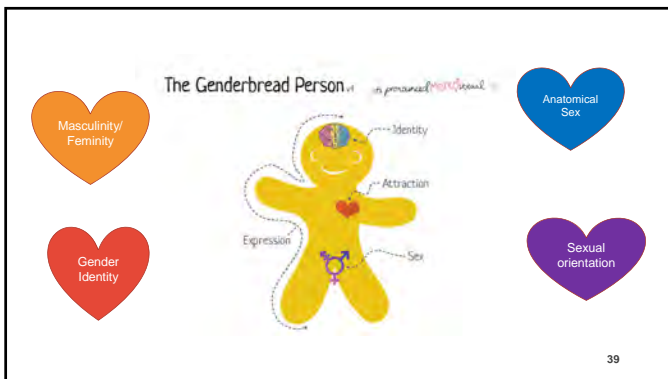




Sex, sexuality, gender, sexual orientation

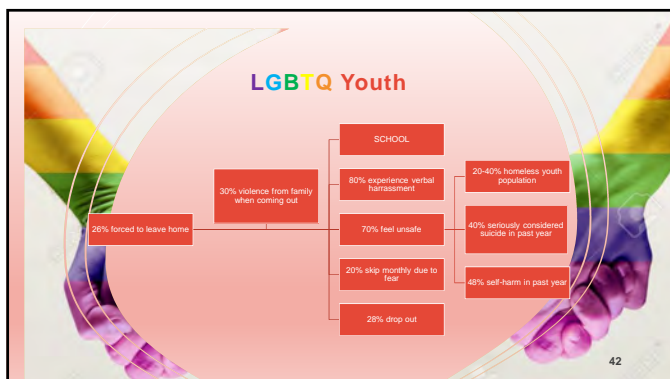
-  **SEX** – what you are assigned at birth
-  **SEXUALITY** – physical & romantic feelings towards same, different or both sexes (hetero; homo; or bi-sexual)
-  **GENDER** – how you identify yourself which can be the same or different than how you were born
-  **SEXUAL ORIENTATION** – which sex or sexes we are attracted to

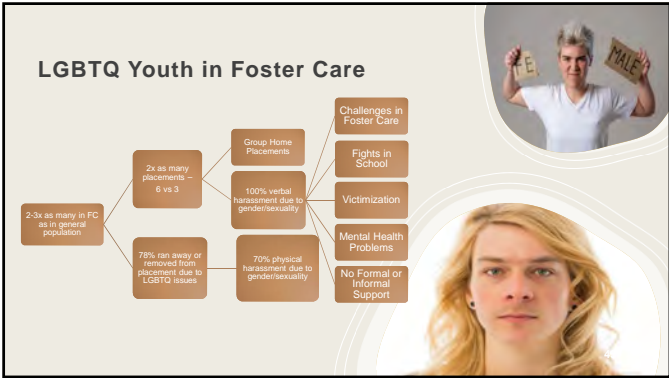
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Stand up/Sit down



Respect as demonstrated by

At least one Gender-Affirming Space


Use correct Pronouns

Gender-Affirming Clothing


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Considerations when working with Youth who identify as LGBTQ

- Placement Support
- Mental Health Support
- Medical Support
- Community & School Support
- Peer Support




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Religion & Spiritual Support

From spiritual connection to food & clothing




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Coming Out of the Closet

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Coming Out

DON'T


1. Say "I always knew."
2. Brag about your new trans friend.
3. Forget they are still the same person.
4. Ask probing questions
5. Assume you know why they came out to you.

DO


1. Know this is a sign of trust.
2. Ask how confidential it is.
3. Remember gender/sexuality is just one dimension of a person.
4. Show interest and curiosity.
5. Ask them how you can best support them.

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LGBTQ Normalcy Considerations




Field Trips, Camping, Sleepovers




Sports and other Community Activities



Dating, Prom



Job & Housing Discrimination



Lifelong Connections

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Scenarios

- Group 1** • You have a new client on your caseload who is 17 yrs old and was sexually abused by their mother's multiple male partners. They introduce themselves to you as Alex. They appear androgynous. Their gender is male by record. You worry about whether their gender identity is impacted by their sexual abuse. What do you do?
- Group 2** • You have a new colleague who shares they are trans & wants everyone to call them Jean & use the pronouns they/them/theirs. Everyone at the staff meeting is positive & affirming in the moment, but afterwards, there is confusion & hesitancy. People don't know how to act & are really uncomfortable. As a colleague – what do you do?
- Group 3** • You are working with a 15-year-old transgender male placed in a female group home. He reports to you that a staff member refuses to use the pronoun he/him because the staff person is religious. He is afraid to talk to anyone about it, because he thinks it will just make everything worse. What do you do?
- Group 4** • You are working with a 16-year-old girl in one of your favorite foster homes. She has been there for 14 months. Reunification is not looking likely, and the foster mom wants to adopt. The 16 yr old comes out, and the foster mom has a hard time with the news. What do you do?
- Group 5** • You have a 13-year-old on your caseload who has decided to tell you she is lesbian. She wants to tell her foster parent, friends and teachers at school – she is tired of hiding. What do you say to her?

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Exploring Relationships

Sex, Gender Identity

- Knowledge & information
- Someone to talk with
- Ability to make informed choices
- Experience consequences within limits
- Privacy

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Identity Formation

Difficult roads lead to beautiful destinations.

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Summary

Establishing Identity means:

I am uniquely who I am and

I am part of a culture, race, gender, family.

Readiness for relationships =

Readiness for permanency



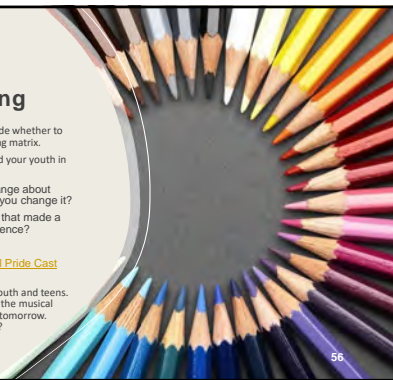
Transfer of Learning

1. Read the scenario about a sibling group. Decide whether to keep the siblings together or not using the sibling matrix.
2. Send the answers to the 2 questions you asked your youth in the pre-work:
 - a. What is one thing you wish you could change about your foster care experience and how would you change it?
 - b. What is one thing your worker did or said that made a positive difference in your foster care experience?

3. [KINKY BOOTS - "Raise You Up" - International Pride Cast Reunion 2020 - YouTube](#)

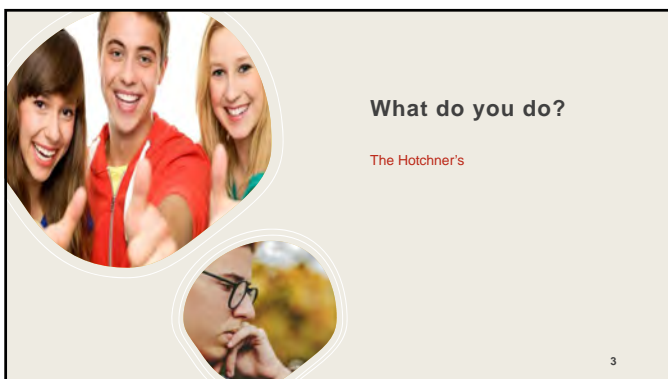
Music is a communication medium familiar to youth and teens. Watch and listen to the words of this song from the musical Kinky Boots. We will be talking about resilience tomorrow. What does the song say to you about resilience?

Email your answers to @dcsvirginia.gov by 7pm.










What does this song say to you about resilience?



4

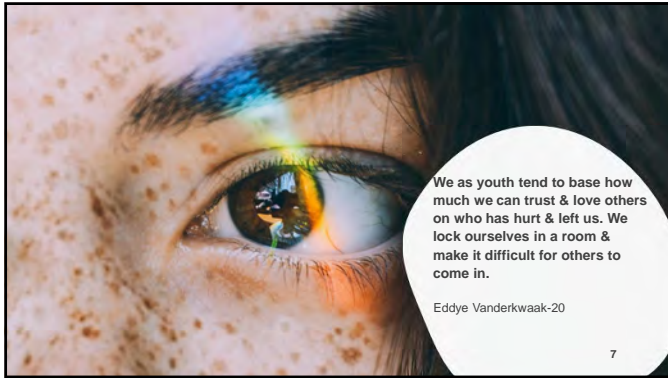
Preparation for Permanency





Humans are hard-wired to connect.
Youth need interdependency.

6







E

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E

- Explain permanency
- Not a one-time conversation
- Give youth opportunities to express their real feelings – don't oversell adoption either
- Ask youth who they are connected to
- Give youth choices so they can practice self-determination
- Explain options and help them understand pros and cons


Youth tell us how to talk with them about permanency



10

Questions for Starting the Conversation

1. What do you want for your future? What dreams do you have for yourself?
2. What does permanency mean to you? What have you heard or do you believe about adoption? Do you have any questions or concerns about either?
3. Do you know anyone who has been adopted? If so, what do you think about their experience? What questions does their experience raise for you?



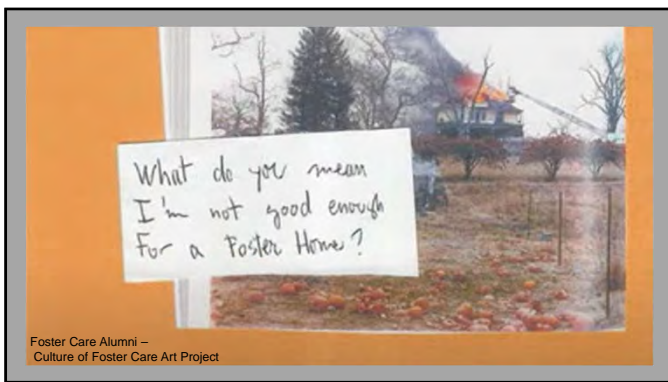
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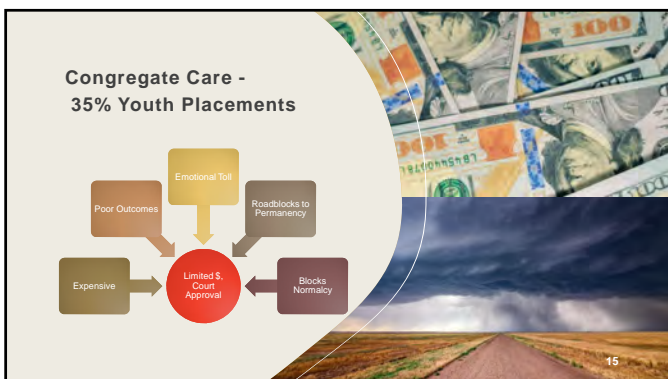
What can you do to prepare youth for permanency?

Teach	Teach youth about their brain, and help them gain control of their behavior
Develop	Develop trusting relationships that encourage sensitive conversations
Support	Support Normalcy
Celebrate	Celebrate Success

12










Youth in Residential are..

2.5x Criminal behavior	Lower English & Math	Less likely to graduate
Higher risk of abuse	More placements	Longer stays in foster care
Less likely with sibs or community	Report lowest rates of positive foster care experiences	

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Young Adult, Formerly in Congregate Care: Treat Me Like a Normal Child - YouTube

Reactive	• Proactive
Case Driven	• Youth Driven
Protection-focused	• Normalcy-Focused
Past/Present Focused	• Future Focused

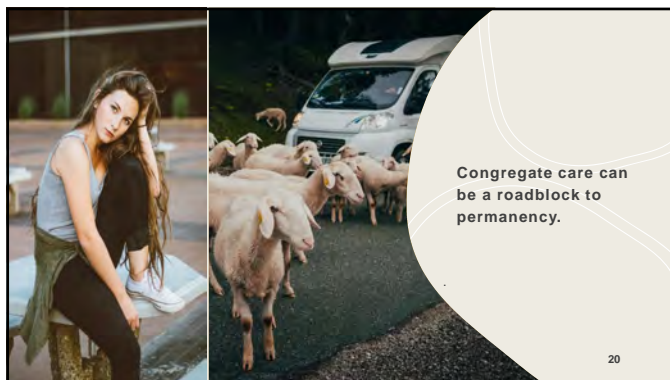


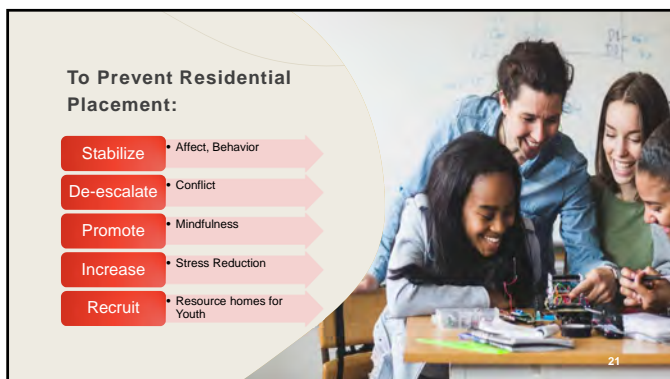
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Goals of Congregate Care



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Remember, we still need normalcy, permanency & connections

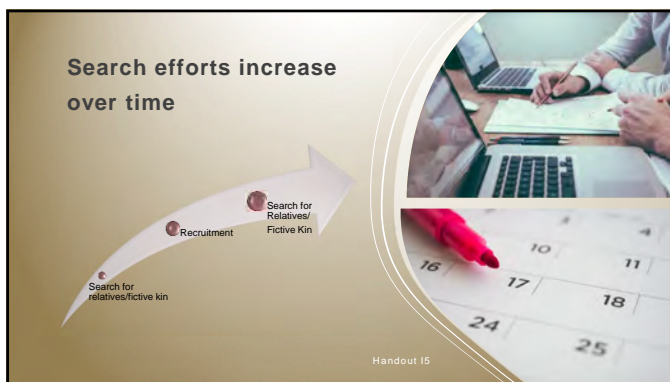


Searching for Legal & Relational Permanency



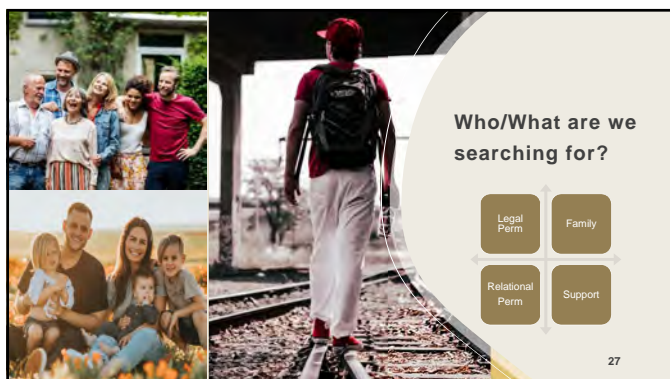
Two Kinds of Permanency:

- Legal Permanency**
 - Custody to Parent or Relative
 - Adoption by Relative or Non-relative
- Relational Permanency**
 - Relative or Fictive Kin willing to commit some level of life-long support



Search efforts increase over time

Search for relatives/fictive kin → Recruitment → Search for Relatives/ Fictive Kin




Who/What are we searching for?

- Legal Perm
- Family
- Relational Perm
- Support



Who are your youth's two supports?


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Don't give up!

Adult adoption is an option!

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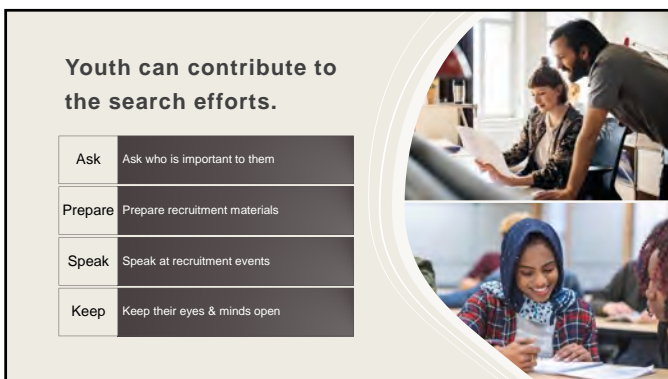


Youth can help lead their search. They know their own supports best.

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Case Mining

Finds Potential Adult Connections

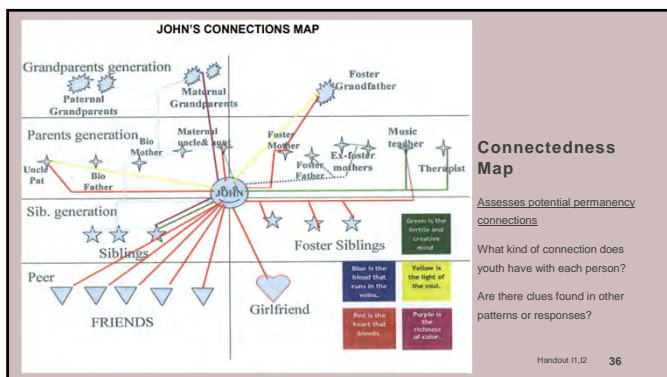
Comb through case records to look for significant adults.

Generate a large list – like brainstorming – keep all possible names, evaluate later.

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Name of Contact	Relationship to Child	Possible Addresses	Check if Good	Phone Numbers	DOB	SSN	Contact? (Y/N)	Response	Checks	Notes
								<input type="checkbox"/> Contributed info <input type="checkbox"/> Wants placement of child <input type="checkbox"/> Wants contact with child <input type="checkbox"/> No contribution <input type="checkbox"/> Do not recontact	<input type="checkbox"/> CAN <input type="checkbox"/> Unofficial Background <input type="checkbox"/> Official Background	
								<input type="checkbox"/> Contributed info <input type="checkbox"/> Wants placement of child <input type="checkbox"/> Wants contact with child <input type="checkbox"/> No contribution <input type="checkbox"/> Do not recontact	<input type="checkbox"/> CAN <input type="checkbox"/> Unofficial Background <input type="checkbox"/> Official Background	
								<input type="checkbox"/> Contributed info <input type="checkbox"/> Wants placement of child <input type="checkbox"/> Wants contact with child <input type="checkbox"/> No contribution <input type="checkbox"/> Do not recontact	<input type="checkbox"/> CAN <input type="checkbox"/> Unofficial Background <input type="checkbox"/> Official Background	

Handout 16 35














Build a Network of Support

The Permanency Pact



Permanency Pact, developed by Foster Club

The purpose of the permanency pact document is to help youth organize a safety net when exiting care.



Think back to when you first left home.

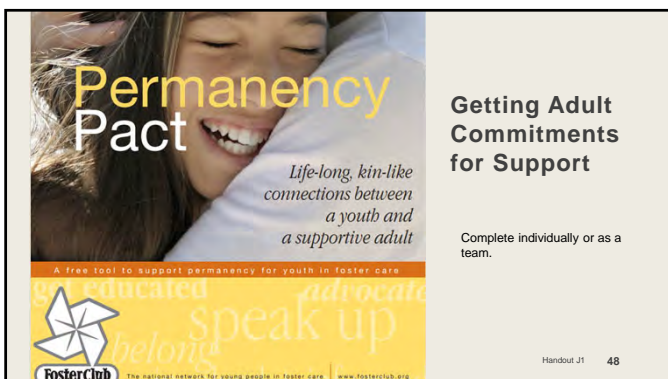
1. What do you wish your caretakers taught you that they didn't?

Think about the concrete and intangible

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Preparing Youth to Lead

SCHEDULE MEETING

- Set up date/time
- Decide virtual vs in-person
- Send invitations to meeting – youth, worker, committed adults
- Send Permanency Pact with instructions to potential participants

PARTICIPATION IN MEETING

- Prepare agenda
- Open Meeting with purpose and introductions
- Lead or co-lead parts of the meeting

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Crafting the Permanency Pact



At the Meeting Youth:

- Thank you for coming & state purpose of meeting
- My plan for the future is....
- Ask each adult what type of support they can provide
- Get signatures on the Pact

Worker:

- Facilitator and back-up for any part youth is not yet ready for



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To be considered –

- Adult needs to commit to only what they are both willing and able to do.
- Negotiate – try to cover as many bases as possible
- Adults involved can support each other if they are willing to communicate with each other.

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By the end of Meeting:

Safety Net in Place!

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Prepare Youth to Lead

- 1 • Help create participant list
• Invite, Send Permanency Pacts
- 2 • Prepare agenda together with worker
• Decide who will do what during meeting
- 3 • Youth begins meeting, and helps with introductions
- 4 • Youth co-leads by leading sections of the meeting
- 5 • Youth leads meeting, with worker as co-leader

POLL 6

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Good Better Best

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Good-Better-Best

GOOD

- Meets Federal Mandates
- Services provided TO youth

Better

- Worker follows up on services provided
- Monitor progress
- Provides assistance as needed TO youth

Best

- Youth partners with worker to make decisions on plans
- Youth is connected with community partners and resources to creatively plan for future.

Handout K1

Good Practice

- Worker sends letters to relatives/fictive kin does diligent search per agency guidelines
- Keeps youth informed of permanency plan and progress
- Meets with youth regularly & responds when youth reaches out
- Document permanency services in youth's record

Better Practice – good practice plus:

- At 14, continue focus on permanency, add IL services – youth need both
- Build close relationship with youth, which improves foster care experience for youth overall
- Work with youth to develop knowledge & capacity to understand significance & difference between legal & relational permanency
- Encourage youth to ask questions about permanency progress


Best Practice:

Ask	Ask youth who they believe can be permanent & lifelong connections & follow-up
Use	Use a variety of tools & resources in & outside agency to search for perm & lifelong supports
Explore	Exhaustively explore all forms of permanency throughout the life of the case
Arrange	Arrange for youth to connect with other youth who have reached permanency to explore its importance
Work on	Work on soft skills in the context of community and peer relationships
Encourage	Encourage youth to participate as advocate for services for youth in foster care










I HAVE..

- Trusting Loving Relationships
- Structure
- Role Models
- Encouragement for Independence
- Access to Health, Education

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I AM..

```

graph LR
    A[Loveable] --> B[Loving]
    B --> C[Proud of Myself]
    C --> D[Hopeful & Trustworthy]
    D --> E[Responsible]
    E --> B
  
```



I CAN

```

graph TD
    A[Communicate] --> B[Solve Problems]
    B --> C[Seek out Trusting Relationships]
    C --> D[Understand my Temperament]
    D --> E[Manage My Feelings]
    E --> A
  
```




You “Two” can be Resilient




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Resilience

[Former foster child: 'It took a village' to be a success story - YouTube](#)

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Voice of Youth

1. What is one thing you wish you could change about your foster care experience and how would you change it?

I would have made better choices behaviorally and not have to worry current pending criminal charges.

One thing I wish I could change would be the lack of control from the court.

If I could go back, I would not want to be separated from my siblings.

I would not have been arguing with all the time with my brother because that is why they separated us.

More Freedom

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Voice of Youth

1. What is one thing you wish you could change about your foster care experience and how would you change it?

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Voice of Youth

2. What is one thing your worker did or said that made a positive difference in your foster care experience?

- My worker makes me feel that she cares by answering the phone when I call, whether it's daily or every other day.
- I liked that my worker would listen to me and not treat me like a kid who doesn't know anything
- Push me to do more and guide me to never give up on myself.
- My worker allows me to freely express myself and talk about my placements.
- My worker listens to my needs and is responsive.

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Voice of Youth

2. What is one thing your worker did or said that made a positive difference in your foster care experience?

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Summary

Reactive	• Proactive
Case-Driven	• Youth-Driven
Protection Focused	• Normalcy Focused
Past/Present Focused	• Future Focused



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To complete this class:

1. Return Transfer of Learning
2. Attended 3 days webinar
3. Complete Survey:
4. https://vdss.iad1.qualtrics.com/jfe/form/SV_cSxlcY9TXA62F1k



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