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FINAL PROGRESS REPORT COVER SHEET

- 1. Award Number: **90C00918/03**
CFDA Number: **93.652**
- 2. Project Period: **09/30/00 – 09/29/03**
- 3. Grantee Name and Address: **Institute for Black Parenting**
1299 E. Artesia Blvd., Suite 200
Carson, CA 90746
- 4. Telephone Number: **310-900-0930 - 800-367-8858**
- 5. Project Title: ***“Innovations to Increase
Permanency Options for
Children in Kinship Care”***
- 6. Period Covered by Report: **09/30/00 - 09/29/03**
- 7. Contact Person: **Cynthia M. Willard, LCSW**
Assistant Executive Director

Telephone Number: **310-900-0930, x212**
- 8. Date of Report: **December 29, 2003**
- 9. Report Number: **8/Final Progress Report**
- 10. Federal Project Officer: **Carole A. Thompson**

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**NATIONAL CLEARINGHOUSE ON CHILD
ABUSE AND NEGLECT INFORMATION**

INSTITUTE FOR BLACK PARENTING FINAL PROGRESS REPORT

2000A.5 INNOVATIONS TO INCREASE PERMANENCY OPTIONS FOR CHILDREN IN KINSHIP CARE

September 30, 2000 – September 29, 2003

EXECUTIVE SUMMARY:

A. General Overview of Program / What was Implemented and Why

Institute for Black Families (IBF) is a private, nonprofit, full-service, licensed adoption and foster family agency based in Los Angeles County, California. **IBF** is licensed for adoption and foster care in four Southern California counties: Los Angeles, Orange, Riverside and San Bernardino. **Institute for Black Parenting** specializes in placing African American children with African American families by providing culturally responsive recruitment, training, placement and post-placement services. **IBF** received its adoption license in 1988 and its foster care license in 1989.

In 2000, **IBF** received a three-year grant from the Administration of Children and Youth, United States Department of Health and Human Services, to improve permanency options for children in kinship care resulting in adoption for 75 children and permanent placement for 50 children. Permanency was defined as adoption or legal guardianship. The program was open to any kinship caregiver; however, the majority of participants were African American.

The Project Objectives were:

1. To achieve kinship adoption for 75 children in foster care.
2. To achieve permanent placement with kinship caregivers for 40 foster children.
3. To reduce attrition among kinship caregivers who begin the home study process.
4. To increase community awareness of permanency options for caregivers.
5. To increase knowledge within the field of child welfare on effective strategies for achieving permanency outcomes through kinship care.

The Project Activities were:

1. training at various community locations for kinship caregivers;
2. assistance with paperwork for families undergoing home studies;
3. transportation and child care assistance for kinship care givers to access project services and training;

4. support groups;
5. culturally responsive service approaches;
6. training for adoption staff in four Southern California counties where DCFS children are placed;
7. convening a kinship adoption conference.

B. Focus on Results and Lessons Learned

The project achieved the following results:

1. 52 foster children were adopted.
2. 22 Legal Guardianships were completed.
3. To reduce attrition among kinship caregivers who begin the home study process.
4. To increase community awareness of permanency options for caregivers.
5. 3 Kinship Care Conferences were sponsored (one annually) that were attended by kinship caregivers and child welfare professionals.

The most significant finding was that the majority of the families contacted by **Institute for Black Parenting's** Kinship Program were informal caregivers. The significant finding with this group is that the majority of these callers were not as interested in adoption of their family members when presented with additional options such as Legal Guardianship or the Caregiver Affidavit. Once the differences were explained between Adoption and Legal Guardianship of a relative, most families opted for Legal Guardianship. They wanted to provide for the children in their care but had many needs that took priority over the need adoption. They needed information on financial assistance, adequate housing, medical needs, and general information on their options.

CHAPTER I. INTRODUCTION

A. Background Information

Institute for Black Parenting has been providing services to primarily African American families and children since its inception as a project of the Greater Los Angeles Chapter, Association of Black Social Workers in 1976. In 1984, **IBP** incorporated as a (501)(c)(3) organization, becoming a separate nonprofit organization from the Association of Black Social Workers. **IBP** is licensed to provide adoptions and foster care in Los Angeles, Riverside, San Bernardino and Orange Counties. The agency has two offices, the headquarters in Inglewood (Los Angeles County), and another in Riverside County. Approximately 85 percent of the children placed are considered to be special needs children.

In 2000, **IBP** received a three-year grant from the Administration of Children and Youth, United States Department of Health and Human Services, to increase permanency options for children in kinship care. The children would be in traditional (non-relative) foster care or (relative) kinship care under the supervision of the Los Angeles County, Department of Children and Family Services. In 1998-1999, there were 25,676 children placed with relatives in Los Angeles County (DCFS, 1999) and 8,400 foster children were legally freed for adoption (CDSS, childworld.org, 2000). The project was conducted in Los Angeles, Orange, Riverside and San Bernardino Counties. Alondra James, M.S.W., served as the Project Director.

The Project objectives were:

1. To achieve kinship adoption for 75 children in foster care.
2. To achieve permanent placement with kinship caregivers for 40 foster children.
3. To reduce attrition among kinship caregivers who begin the home study process.
4. To increase community awareness of permanency options for caregivers.
5. To increase knowledge within the field of child welfare on effective strategies for achieving permanency outcomes through kinship care.

B. Program model

The project had the following components:

1. Training, presentations and consultations to increase kinship caregivers' knowledge of the advantages of adopting their relatives in kinship foster care and of other permanency options available in California.
2. Provision of assistance to reduce barriers to completing adoption or other permanency

placement options for kinship caregivers.

3. Conducting community education campaigns to increase community awareness using print and electronic media.
4. Provision of training for Child Protective Services staff locally and at professional conferences.
5. Convening of conferences focused on kinship care adoptions and permanency placement with relatives for kinship caregivers and child welfare professionals.

Staffing:

The Kinship Project staff consisted of the Project Director, Project Assistant, Project Secretary, and 2 Social Workers. Staff proved to be efficient, stable and quite effective.

a. Collaborative efforts

The Project design included a number of significant collaborative efforts with public, private and faith-based nonprofit organizations. Key collaborators included:

- Public Child Protective Services Agencies - Los Angeles, Orange County Department of Children and Family Services referred children and families and participating in training events and conferences. **IBP** also collaborated with these agencies to implement the Structured Adoption Family Evaluation (SAFE), home studies for kinship caregivers seeking to adopt the children in their care.
- Bienvenidos Children's Center, Inc., - a comprehensive family services and foster family agency, provided presentations on their ACF-funded Respite Care Program which was available for utilization by kinship caregivers.
- Grandma's Angels – an organization created by and for kinship caregivers, sponsored a Respite Camp. **IBP** provided a donation and referred families. **IBP** helped to co-sponsor several respite events, such as: the 2nd Annual Tribute to the Unsung Heroes R b.b. Kins's Blues Club.
- Alliance for Children's Rights – a legal advocacy program funded by Los Angeles County, Department of Children and Family Services, provided Legal Guardianship clinics, offering kinship caregivers step-by-step instruction on how to complete paperwork for Legal Guardianship; offered workshops for kinship caregivers; and, made presentations at Project conferences.
- Bet Tzedek Legal Services – provided copies of its booklet, *Caring for a Relative's*

Child, written by attorneys at Bet Tzedek and Public Counsel Law Center.

- Community Colleges (El Camino and Compton) – provided training for kinship caregivers; developed a modified training based on the *KEPS* curriculum but adapted for relative caregivers that were not in the child protective services system
- City of Los Angeles, Department of Aging – provided 150 Kinship Resource Directories for dissemination at the 2003 Kinship Conference.
- City of Inglewood, Senior Center and South Bay Care Network – made numerous referrals of senior citizens that were the primary caregivers for a child under age 18. The Kinship Project Director participated in the planning and implementation of the City of Inglewood Caregiver’s Grant. The goal was to set-up a computer networking system to disperse information between service providers for senior citizens serving as primary caregivers for minors under age 18 and adults with disabilities. **IBP** and the Kinship Program would have a page in the computerized network directory – South Bay care Network (April – June 2002). The Kinship Project Director also attended the City of Inglewood’s Integrated Care Management Program Multi-Disciplinary Team Meeting and distributed 30 brochures to various agencies.
- Johnson and Hedgpeth, consultants, Kinship Services and Child Welfare Issues, San Francisco- asked **IBP** to help with disseminating a kinship newsletter for kinship programs. The e-newsletter would provide opportunities for sharing information between sites; provide information about potential funding sources, relevant training and workshops occurring in California and elsewhere; provide updates on state and federal changes to program funding. Each site would receive an accurate and updated list of all kinship program sites and contact persons and numbers. **IBP** contributed \$1,000 from the Kinship grant to help continue the newsletter.
- Wanda Hundley, Director of Foster, Kinship Care Education, Chabot and Merritt Colleges in Northern California – **IBP** collaborated in the provision of a three-day training for relative caregivers, kinship program administrators and kinship program directors. The training took place on November 21, 22, and 23, 2002 in Emeryville, CA.
- Orange County Caregiver Resource Center, Family Caregiver Support Program – **IBP** participated in a focus group in November 2002, to identify services provided to grandparents and relatives raising minors. The purpose of the group was to gather

thoughts and suggestions as to how to bridge gaps in services and increase the collaboration among public agencies to better serve the target population.

Recommendations were made to the Office of Aging, based on the results of the focus group and survey for Title III-E services. Eleven (11) representatives from various agencies in Orange County, such as Office of Aging, Aspen Community Mental Health were present. **IBP** and Orange County Caregiver Resource Center also collaborated on the planning of a kinship care conference on January 23, 2003, *Supporting Relatives as Safe Harbors for Kids*.

- Relative Care Assistance Program (RECAP) – **IBP** participated in a three-month program funded by the Los Angeles County Area Agency on Aging to increase awareness of social support mechanisms (community education, training, respite services, support groups) for African American and Latino relative caregivers. The meetings offered the opportunity to network with other agencies providing services for relative caregivers (April – June 2002). **IBP** was invited to participate in an additional grant designed to deliver services to low income poverty level families and individuals. **IBP** became part of the referral service (July 2002).
- Home and Community Based Technical Support Division, City of Los Angeles, Department of Aging invited **IBP** to be a part of their Kinship Care Directory. A one-page information sheet was submitted to be a part of this directory (June 2002).
- National Kinship Care Association, led by Mattie Satterfield, Kinship Director, Child Welfare League of America – **IBP** participated in the development of the organization and became a core member (April – September 2002).
- University of California Los Angeles (UCLA) Project STAR Kinship Care Program – The Project STAR Support Groups were given free space for weekly meetings at **IBP**'s Family Preservation Office in Inglewood, CA.
- Adoption Information Center (AIC) published information about the Kinship Grant and an announcement of the September parenting meeting in their newsletter. AIC is a nonprofit organization that is organized and staffed by adoptive parents.
- National Kinship Care Task Force for the National Association of Black Social Workers- **IBP** was invited to participate on the task force.

b. Special issues (e.g., unique community characteristics)

Target Population

The target population were kinship / relative caregivers of foster children with a case plan for adoption or permanency placement. In Los Angeles County, 28,240 children were in DCFS' Permanency Placement Program in Fiscal Year 1998 - 99. We anticipate that children in permanency placement reflect the same demographic percentages of those in the general foster care population. There were 863 freed children for whom adoptive homes were being sought and 2,969 who upon being freed, adoptive homes would need to be located. An additional 2,969 are living with caregivers who expressed a desire to adopt (including relatives and foster parents.)

- ethnicity – 17.2% White; 36.7% Latino; 42.3% African-American;
- ages – 0 –5 years, 31.4%; 6 – 12 years, 42.5%; 13 – 17 years, 8.3%.

Relative caregivers resided in Los Angeles, San Bernardino, Riverside and Orange Counties in Southern California.

SAFE Assessments

Since 1999, **IBP** had contracts with Orange and Los Angeles County to complete SAFE (Structured Adoptive Family Evaluation) assessments for relative caregivers and foster parents. SAFE Training was provided by Community Care Licensing. All **IBP** staff and contractors were SAFE trained to provide these assessments. During the first quarter of the Project, **IBP** set up contracts and working agreements with Riverside and San Bernardino Counties. Since **IBP** is licensed to serve four counties – Los Angeles, Orange, San Bernardino and Riverside Counties – the agency was able to provide Kinship Care Services in all four service areas. As a result of the SAFE contract, **IBP** was aware of many barriers to kinship adoption and designed the program to address these issues.

Barriers to Kinship Adoption

Barriers included:

Non-Attendance at KEPS Training - DCFS provides training on adoption and permanency placement options using the *Kinship Education, Preparation and Support Program (KEPS)* curriculum that was jointly developed by DCFS and Child Welfare Institute. The training is designed to give families a better understanding of the advantages of adopting as opposed to relative foster care. Relative caregivers would have opportunities to assess the immediate impact of having children live in their homes and to assess their abilities to meet the

present needs of the children in their care. At the time that it was developed in 1997, there were 14,000 kinship families in Los Angeles. The majority of families who did not complete the home study did not attend the *KEPS* training.

The primary reason given for not attending was the inaccessibility of the classes. DCFS offered all of the classes at a location in central Los Angeles, at or near its corporate headquarters. Many of the relative caregiver families reside in neighborhoods that are 15 to 20 miles or more from the training location. Some live in outlying counties that are even further away. Use of public transportation would be very difficult even for the most able-bodied. For the high percentage of families who are senior citizens, use of public transportation to travel such distances would be prohibitive.

A related issue is lack of child care. The majority of relative caregivers assigned to **IBP** had limited incomes and were not able to pay someone to watch the children while they attended classes. Nor were there provisions for child care on-site at the training sessions.

Difficulty Conducting Home Studies Outside Los Angeles County – Many of the children were placed with relatives who live in Riverside and Orange County. These counties cover large geographic areas. DCFS had difficulty finding social workers to conduct the home studies in these counties.

DCFS / County Agencies viewed as Enforcers – A number of the families expressed a lack of trust for DCFS. They stated that they felt the County pressured them into agreeing to participate in adoption home studies. The County was viewed as an enforcer rather than a resource. The Children's Dependency Court orders cases of relative caregivers to be referred for adoption and orders these caregivers to be studied for adoption. Initiation of the home study is mandatory; however, attendance at caregiver training is not. Thus, the family comes to **IBP** as a reluctant or resistant participant.

DCFS / County Agencies viewed as Resources - Families also viewed DCFS and county child protective services agencies as resources. An evaluation of the adoption and subsidized guardianship procedures implemented in the State of Illinois found that caregivers have learned that abused or neglected children may have difficulties at different stages through their development. They were concerned that adolescents might have problems that require support from county agencies. These caregivers fear that by adopting the child, they may lose the "safety net" provided by the child welfare system (Mason and Gleeson, 1999.)

Agency / Caseworker Bias – The evaluation of the adoption practices in Illinois found that workers often presented permanency options to families based on their own biases. Some workers strongly promoted adoption; other felt less comfortable with urging families to adopt a relative. Some workers felt that it was more important to place the child in a stable setting even if the relative was unwilling to adopt. Others felt that legal permanency had to be the goal (Ibid.) Concerns about the influence of workers’ biases was recently raised by participants in the Los Angeles County Relative Caregiver Ad Hoc Committee. The Committee also questioned whether County social workers are being trained to deal with children in relative care (Relative Caregiver Ad Hoc Committee; April 5, 2000.)

Overwhelmed by Paperwork - A number of the families were overwhelmed by the amount of paperwork required to complete the home study. A number of the kinship caregivers had been married more than once in other states and were required to obtain all of these records. Many families become frustrated and give up.

Cultural Inhibitions / Family Dynamics - African-Americans and Latinos have traditionally taken care of other relatives on an informal basis. Many of these families do not understand why a relative would have to adopt a relative child. There is a concern of what impact this legal change would have on other relatives in the family. For example, a grandmother or aunt might be concerned that the child would now be required to call them “mother.”

A related issue is the belief by relatives that the biological parent will “get their act together” and will be able to resume care for their children. Relatives may feel that taking permanent, legal control gives the appearance that they are “giving up” on the biological parent. Case workers report that relatives often resent DCFS’ intrusion into their informal care arrangements (Mason and Gleeson, 1999.)

Children’s Preferences – As children get older, their preferences are considered in the permanency plan. In the Illinois study, case workers related that many older children do not want to be adopted. They may feel that adoption represents a permanent separation from the biological parent and may fear that they will be prevented from seeing the parent.

Problems of Abused, Neglected and Special Needs Children – Children in need of permanency placement may have physical or behavioral problems that require professional help as well as the nurturing attention of the relative caregiver (CDSS, 2000.)

Limited Community Resources for Kinship Care

Los Angeles County, Department of Children and Family Services is nearing the end of a three-year “Adoption Opportunities” grant to increase kinship adoptions. There does not appear to be additional funding to support the activities undertaken through this grant. On the other hand, the need for kinship care training has increased.

Lack of Knowledge of Other Permanency Options, such as Legal Guardianship

Subsequent to implementing the Kinship Grant, **IBP** found that many relative caregivers are not in the child protective services system. As a result, there are very few resources available to them. Some families were reluctant to involve child protective services. They didn’t want to have open cases with the Courts. Others were unaware that public assistance for the child might be available.

The Project was designed to reduce the identified barriers to adoption by relatives.

Area Agency on Aging Caregiver Services

During the second year of the Kinship Project, California Department of Aging initiated a new program, Title III-E, Family Caregiver Support Program. Grants to provide case management for senior citizens ages 60 and above who were the primary caregivers for children and youth under age 18. Many of these grants were programs that provided traditional services for seniors; however, often, these agencies were not accustomed to addressing issues related to children and youth. They were not aware of the resources available and were unfamiliar with the problems and permanency options. **IBP** formed linkages with several of these agencies and provided training and information about resources. The agencies made numerous referrals to **IBP’s** Kinship Program.

Geography

Geography posed many challenges in provision of services within a four county area. **IBP** had two offices in the targeted counties during the grant period. The headquarters was in Carson, in the South Bay area of Los Angeles County, which is in the southwest region of the county. A second office was located in Riverside County in the Inland Empire. Referral resources for counseling, educational specialists and respite are not evenly distributed throughout the service area. The Riverside Office is approximately 60 miles from the Carson Headquarters. With traffic, the drive could easily take more than an hour. **IBP** does not have an office in Orange or San Bernardino County.

Resources for counseling, educational specialists and respite are not evenly distributed throughout the service area. Efforts were made to offer activities at a more centralized location, such as the final conference for Post Legal Adoption and Kinship Care families. The conference was held in Fullerton, California (northern Orange County.) Although 60 participants confirmed, only 40 attended; even though they were offered rooms in the hotel as part of the respite program. The conference was held on September 22, 2001. Staff speculated that people were still coming to grips with the impact of September 11 events and didn't attend, even though they had previously confirmed their intents to attend.

c. Funding information

The project's grant number was 90-CO-0918/03. It was funded from September 30, 2000 to September 29, 2003 under the 2000A.5 *Innovations to Increase Permanency Options for Children in Kinship Care*. **Institute for Black Parenting** received grants of \$300,000 for each of the three project years, for a total of \$900,000. Federal funds were matched with \$107,000.

C. Evaluation:

The evaluation was conducted by an independent evaluator, Cheryl D. Cromwell, M.S.W. Ms. Cromwell has a master's degree in social work and 10 years of experience evaluating adoption opportunities projects. Ms. Cromwell and Ms. Willard, **IBP** Assistant Executive Director, designed and wrote the original proposal for the Project. She met with the Project Director and staff twice a year to discuss progress towards attainment of project goals, developed questions for a focus group with project participants, developed a participant satisfaction survey, assisted with identification of continuation funding, and attended the Grantee Meeting held in March, 2003.

The evaluation documented both process and outcomes. The methodology consisted of: review and analysis of quarterly reports; semi-annual meetings with Project staff; focus group with project participants. Project staff collected and maintained statistics and data on process activities and outcomes, client characteristics, and focus group responses. These were shared with the Project Evaluator and were also reported in the semi-annual reports to the funder.

Data collected included:

- number of children adopted
- number for whom legal guardianship was attained
- number and types of community contacts made to inform the community about the

Kinship Project, needs of relative caregivers, and other resources to assist relative caregivers

- number and types of collaborative relationships developed in support of the Kinship Project and relative caregivers
- number and types of training provided for relative caregivers, child welfare professionals, other service providers and community stakeholders
- number of conferences convened, topics covered, attendance
- number of support group sessions held, number attending, topics
- number and types of information and referrals, consultations provided to relative caregivers
- problems encountered in implementing the program
- issues unique to relative caregivers

The evaluation was completed and sent on December 30, 2003 to the following:

- 1.) ACF Project Program Specialist, Carole Thompson
- 2.) Woody Hatcher, Grants Management Specialist
- 3.) Guy DeWeever, James Bell & Associates
- 4.) Adoption Information Center

A sample of evaluation forms from the Kinship Conference held September 20, 21, 2003 is attached to this summary. In addition a letter of commendation is attached.

Summary of Services Provided:

During the three (3) years of the Kinship Project **IBP** provided the following services:

Information & Referrals

There were 549 information and referral inquiries resulting from **IBP's** participation in sixty-six (66) community events and outreach activities which included information booths, speaking engagements at community events, radio advertisements and ads in business journals.

Guardianship

There were 299 inquiries about legal guardianships. **IBP** assisted in facilitating twenty-

two (22) guardianships.

The Alliance for Children's Rights, one of our collaborators provided free legal services so families would not have to incur this expense.

Adoption

There were a total of 52 adoptions finalized and several pending finalization. Case management and support services were provided for these families.

Financial Assistance

There were 203 inquiries about financial assistance ranging from referrals to Temporary Assistance for Needy Families (TANF), child care, camps, and filing fees for legal guardianship.

Medical/Dental

There were 66 inquiries about medical/dental assistance. Families were referred to appropriate resources.

Housing

There were 33 families assisted with the first time Home Buyers Training and other Housing referrals. This assistance was essential in helping many families to adjust to the incorporation of the children into their families.

Counseling

There were 104 families referred to counseling. The counseling consisted of individual, family or group sessions to address the clinical needs of the family.

Tutoring

There were 24 families assisted with tutoring referrals. **IBP** provides on-going tutoring through a collaborative agreement with the L.A. Board of Education. Some families participated in the **IBP** tutoring and others were referred to other community based organizations.

Child Care

Child Care was provided for 25 children while parents attended support groups. Child care was essential to ensure participation in the Parent Support Group.

Respite

Respite care was provided for 258 individuals for 15 agency events. The events provided an opportunity for families to get “away” from the children while children were engaged in social and cultural events.

Support Group

Over 150 individuals attended twenty-five (25) support group meetings. Support Group Meetings were held at the **IBP** office in Carson and Riverside. A psychologist, Dr. Sandra Rowe, facilitated the Support Group.

Resource Directories

IBP developed a resource directory to aid families in identifying community resources. One hundred and twenty (120) resource manuals were distributed to families over the three (3) year period.

Trainings

IBP sponsored and/or participated in ten (10) events that provided training for over one hundred and fifty (150) individuals. This included 2 conferences, 1 seminar and 7 workshops.

Continuation of Funding

We will continue to seek funding to provide continuation of services. A small grant was received in the amount of \$4,000 from Adopt US Kids. This grant will offset costs for speakers at parent group meetings and provide minimum refreshments.

After Care Services

There are 2 families that are still in the process of receiving adoption related services:

- a.) 1 family from Orange County with 3 children; and
- b.) 1 family from San Bernardino County with one child.

When these services are completed 4 more children will be added to the adoption total which would make 56 adopted under this program.

Families will receive Post Legal services as needed.

Conclusion:

The **IBP** Kinship Project was an overall success. Families received information, training, counseling and support services.

Collaborative efforts provided technical assistance and resources for families and children and enhanced professional skills of Child Welfare workers.

Permanent outcomes resulted for seventy-four (74) children, 52 adoption and twenty-two (22) legal guardianship and 4 are pending adoption finalization within the next three months.

There are still families in the pipeline who will benefit from the services provided.

We are pleased that we had the opportunity to provide these needed services to Kinship families and look forward to other opportunity to continue to provide on-going services to this target population.

Since **IBP** provides on-going Post Legal Adoption Services, finalized families will continue to be able to access services as needed.

Workshop Evaluation
Kinship: The Common-Sense Solution
Institute for Black Parenting
September 19 & 20, 2003
Radisson Hotel at the Los Angeles Airport

On a scale of 1-5 (1=Strongly Disagree to 5=Strongly Agree), please evaluate this conference

Workshop Title: _____

1 2 3 4 5 The workshop gave me kinship information that I will use to strengthen the quality of services I provide to my relative child(ren) or families.

Comments

1 2 3 4 5 The workshop structure allowed information sharing and the opportunity to network with other attendees.

Comments

1 2 3 4 5 The workshop met my expectations based on its title and description.

Comments

Please evaluate the following training components (1=poor, 5=excellent)

1 2 3 4 5 Presenters

1 2 3 4 5 Content of workshop

Additional
Comments: _____



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January 8, 2004

Mary Sullivan
National Adoption Information Clearing House
330 "C" Street, S.W.
Switzer Building, 2nd Floor
Washington, DC 20447

Dear Ms. Sullivan:

Enclosed please find a copy of the Institute for Black Parenting's Final Evaluation Report and Final Progress Report for CFDA Project #93.652, "Innovations to Increase Permanency Options for Children in Kinship Care."

If you have any questions, please feel free to contact me at the number below, ext. 212.
Thank you.

Sincerely,

Cynthia M. Willard, LCSW
Assistant Executive Director

CMW/jr

cc: Carole A. Thompson, Child Welfare Program Specialist

44289

1. LATINO FAMILY INSTITUTE
2. FINAL EVALUATION
3. 2003a.3 INNOVATIONS INCREASING ADOPTIVE PLACEMENTS OF
HISPANIC/LATINO CHILDREN

EXECUTIVE SUMMARY:**A. General Overview of Program / What was Implemented and Why**

Latino Family Institute, Inc. (LFI), is a private, nonprofit, full-service, licensed adoption and foster family agency based in Los Angeles County, California. **LFI** is licensed for adoption and foster care in two Southern California counties: Los Angeles and Orange. **Latino Family Institute, Inc.** specializes in placing Latino children with Latino families by providing culturally responsive recruitment, training, placement and post-placement services.

In 2000, **LFI** received a three-year grant from the Administration of Children and Youth, United States Department of Health and Human Services, to provide recruitment and placement services resulting in the placement of 40 Latino children with Latino families.

To achieve the proposed results, the Project implemented the following activities:

1. Implemented the following recruitment activities:
2. Advertising in Latino oriented and/or Spanish-language publications, including: *Vida Nueva* (a weekly Spanish-language magazine); and, English language papers, including: *New Tidings*;
3. Cultivated relationships for feature articles with *La Opinion* (daily Spanish language newspaper); *Latino Weekly* (newspaper);
4. Advertising in programs of community organizations: St. John the Baptist Annual Dinner and Fashion Show;
5. Maintained an active web link of **LFI's** web site (www.latinoadoptions.com) through

California Association of Adoption Agencies and the Adoption Exchange web sites.

6. Engaged in collaborative activities with 30 child welfare and community organizations, such as: California Association of Adoption Agencies; Los Angeles County Permanency Partnership Consortium; Orange County Consortium; Center of child Welfare Policy Colloquium; Stuart Foundation Youth and Permanency Project;
7. Conducted presentations at community recruitment activities, such as: Child Welfare League of America Latino Symposium; Family Builders by Adoption; California State University, Los Angeles (CSULA), Social Work Department;
8. Maintained monthly and quarterly contacts with Los Angeles, Orange and San Bernardino County public adoption agencies.
9. Sponsored family oriented adoption activities such as: “While You Wait” meetings; Three Kings Celebration (cultural festivity); Adoption Family Training Day.

B. Focus on Results and Lessons Learned

1. The project exceeded the objectives included in the proposal.
2. 69 Latino children were placed in Latino adoptive homes.
3. 198 prospective Latino adoptive homes were recruited;
4. Awareness of the need for adoptive homes for Latino males, older children and sibling groups was increased.
5. 230 child welfare professionals had increased knowledge of how to implement culturally responsive approaches to recruitment and retention of Latino adoptive homes.

CHAPTER I. INTRODUCTION

A. Background Information

Latino Family Institute, Inc. (LFI), is a private, nonprofit, full-service, licensed adoption and foster family agency based in Los Angeles County, California. **LFI** is licensed for adoption and foster care in four Southern California counties: Los Angeles, Orange, Riverside and San Bernardino. **Latino Family Institute, Inc.** specializes in placing Latino children with Latino families by providing culturally responsive recruitment, training, placement and post-placement services. **LFI** has been providing culturally responsive adoption services for Latino adoptive parents and children since 1989, when it was founded as *Hispanic Family Institute*, a project under El Centro Human Services. In 1996, the parent organization, El Centro, ceased operations; and, the program's name changed to **Latino Family Institute**. In 1997 **LFI** obtained its own 501(c)(3) federal nonprofit status. For four years, the agency operated as a Division under the Institute for Black Parenting, a full-service adoption agency licensed in four Southern California counties. In 2001, **Latino Family Institute** received its adoption license from the California Department of Social Services; thus becoming the first Latino adoption agency in the State of California.

In 2000, **LFI** received a three-year grant from the Administration of Children and Youth, United States Department of Health and Human Services, to provide recruitment and placement services resulting in the placement of 40 Latino children with Latino families. The children would be ages 10 and above and/or part of a sibling group. The project was conducted in Los Angeles, Orange, Riverside and San Bernardino Counties. Maria Quintanilla, **LFI** Executive Director, served as the Project Director.

Latino children comprise 36.7 percent (22,208) of the children in foster care in the State

of California. At the time the application was submitted, in the four-targeted counties, there were 2,000 Latino children in foster care in need of adoptive, 800 of whom were above age 10.

The Project Outcome Objectives were:

1. To place 40 Latino children in Latino adoptive homes;
2. To maintain a pool of 40 adoptive homes;
3. To increase awareness among Latinos of the need for adoptive homes for males, older children and sibling groups;
4. To increase knowledge of 200 child welfare professionals of culturally responsive approaches to recruitment and retention of Latino adoptive homes.

B. Program model

The project had the following components:

1. Culturally responsive outreach using print and electronic media - Public Service Announcements (PSA), newspaper articles, dissemination of posters, brochures, flyers and other materials;
2. Presentations to Latino professional, civic, student and religious groups;
3. Development of a specialized curriculum for Latino adoption applicants;
4. While You Wait Groups;
5. Workshops for Child Welfare Professionals;
6. Bilingual/ bicultural staff available for high personal touch communication with applicants;
7. Intensive collaboration and communication with the public adoption agencies that had legal jurisdiction over the children to be placed.

Staffing: The Project staffing consisted of:

- Project Director – Maria L. Quintanilla, L.C.S.W., Executive Director, Latino Family Institute, was responsible for day-to-day supervision of project activities, coordination with project consultants, agency accountant and home study social workers. Quintanilla is a certified MAPP and Foster Pride trainer and has fourteen years of professional experience working with children and families, including 10 years in adoption. She is bilingual in Spanish/English and bicultural.
- Social Worker – Virginia Olivas, M.S.W., with seven years of adoption experience. She is bilingual in English and Spanish and bicultural. She was responsible for participating in monthly match meetings, conducting orientations, maintaining ongoing contract with families throughout the home study process through finalizations and carrying a caseload of adoptive families. (During the initial year of the grant, these roles were implemented by Carol Mroz, M.S.W. with 17 years of experience in the field of adoption and Leticia Orcana, a bilingual M.S.W. with 21 years of experience in the field of child welfare including adoption).
- Public Relations Recruiter - Oskar Toruno, M.A., developed and distributed promotional brochures, flyers, and materials, such as pens, pencils, balloons, Frisbees, plastic bags and key chains; contacted media and community programs; and, assisted with the development of recruitment advertisements and materials. Toruno had over 3 years of experience working in the nonprofit sector. He is bilingual in Spanish/English and bicultural.

- Project Secretary – Yadira Rodriguez, bilingual in English and Spanish and bicultural participated in agency orientations and contacts with prospective adoptive parents and families that were going through training. (During the initial grant Ingrid Cortez worked as the Project’s Secretary); she was also bilingual in English and Spanish and bicultural

a. Collaborative efforts

The Project design included a number of significant collaborative efforts with public, private and faith-based nonprofit organizations that seek to increase and sustain adoption of Latino children. The most significant of these was the collaboration with the Orange and Los Angeles County public adoption agencies. Los Angeles and Orange County Departments of Children and Family Services (DCFS) are the public child protective services agencies serving Los Angeles County. **Latino Family Institute** has close working relationships with the Adoptions Divisions of both agencies. All of the children placed were under the supervision of child welfare agencies prior to being placed. Collaboration between **LFI** and these agencies consisted of: public protective services agencies presenting children for placement; placing identified children in foster-adopt homes with **LFI**; participating in match meetings; and, joint planning of Latino Adoption Fairs. Monthly and quarterly contacts were held with both departments to coordinate efforts for the matching available children with our families.

LFI also participated in cooperative meetings on a regular basis with adoption agencies in Southern and Northern California in an effort to match children with families.

Another significant collaboration was with the California Association of Adoption Agencies (CAAA), which is comprised of 86 county and private adoption agencies licensed in California. The goals of the organization are: to assure every child the right to an appropriate

permanent home; to establish standards for California's adoption agencies; and, to advocate for legislation that protects children and families. LFI's Executive Director, Maria Quintanilla, serves as the Southern Secretary of the Association. The CAAA and LFI engaged in advocacy for improved adoption policies and funding and cross training.

The following collaborative contacts were made.

October, 2000 – March, 2001

- California Association of Adoption Agencies (October 11, 2000)
- Los Angeles County Adoption Matching Fair (October 21, 2000)
- Orange County Adoptions Awareness Fair (October 29, 2000)
- Los Angeles County Department of Social Services Adoptions Fair (November 4, 2000)
- Orange County Consortium (January 18, 2001)
- Adoption Information Center (January 23, 2001)
- Orange County Adoption Fair Project (January 14, 2001)
- Orange County Targeted Recruitment Project (January 25, 2001)
- California Association of Adoption Agencies (February 14, 2001)
- Orange County Consortium (February 15, 2001)
- Los Angeles County Consortium (February 21, 2001)
- Los Angeles County Adoption Taskforce (February 21, 2001 and March 21, 2001)
- Adoption Information Center (February 22, 2001)
- Orange County Consortium (March 15, 2001)
- Los Angeles County Adoption Taskforce (March 21, 2001)
- Southern California Adoption Coop (March 21, 2001)

April, 2001 – September, 2001

- Orange County Targeted Recruitment (April 19, 2001)
- Southern California Adoption Coop (April 18, 2001)
- Orange County Adoption Fair committee (April 25, 2001)
- County Consortium (May 17, 2001)
- California Association of Adoption Agencies (Project Director serves as the organization's co-chair (May 24, 2001) at the Orange County Adoption Fair Committee)
- Los Angeles Consortium (May 29, 2001)
- Orange County Targeted Recruitment (June 21, 2001)
- Adoption Information Center Resource Fair (July 23, 2001)
- Orange County Consortium (August 15, 2001)
- Los Angeles Consortium (September 27, 2001)

October 1, 2001 – March 31, 2002

- California Association of Adoption Agencies (October 10, 2001)
- Orange County's Adoption Fair Committee (October 11, 2001)

- California Department of Social Services Adoption Branch and University of California research professor, Estella Andujo Ph.D. (October 11, 2001)
- Adoption Information Center (October 13, 2001)
- Orange County Social Services Adoption Consortium (October 18, 2001)
- Los Angeles County Consortium (October 25, 2001)
- Institute for Black Parenting Adoption and Kinship Training (October 29-30, 2001)
- Orange County Social Services Adoption Recruitment Unit (November 1, 2001)
- Orange County Social Services Adoption Consortium (November 15, 2001)
- Adoption Information Center (November 29, 2001)
- Orange County Consortium (January 17, 2002)
- Orange County Social Workers (January 28, 2002)
- California Association of Adoption Agencies (February 20, 2002)
- Orange County Adoption Fair Committee (March 21, 2002)
- Los Angeles County Consortium (March 25, 2002)

October 1, 2002 – March 31, 2003

- California Association of Adoption Agencies (October 9, 2002)
- Los Angeles County Permanency Consortium (November 12, 2002; January 23, February 27, 2003)
- Los Angeles County Latino Adoption Fair (November 16, 2002)
- California Association of Adoption Agencies (December 6, 2002)
- Center for Child Welfare Policy Colloquium (January 16-18, 2003)
- Stuart Foundation Youth and Permanency Project meeting (February 6 and March 21, 2003)
- Los Angeles County Foster Family Agencies meeting (February 10, 2003)

April 1, 2003 – September 30, 2003

- Stuart Foundation Youth and Permanency Convening (April 10-11, 2003)
- Orange County Adoption Administrators (April 17, 2003)
- CWLA's reception for New Director of the Los Angeles County Department of Children and Family Services (DCFS) (April 29, 2003)
- Los Angeles County Foster / Adoptive Meeting (May 7, 2003)
- Los Angeles County Department of Children and Family Services meeting (May 9, 2003)
- Televised interview on Spanish language Channel 22 regarding adoptions (May 16, 2003)
- California Endowment Focus Group (May 19, 2003)
- California Association of Adoption Agencies meeting (May 29 and September 17, 2003)
- California Endowment luncheon (June 21, 2003)
- North American Council on Adoptable Children Conference (August 6-9, 2003)
- National Kinship Adoption Taskforce meeting (August 7, 2003)
- Adoption Exchange Association Board meeting (August 8, 2003)
- Meeting with Wendy's International Western Regional Director (August 14, 2003)

b. Special issues (e.g., unique community characteristics)

According to the California Department of Social Services, in the year 2000, there were 25,653 Latino children in the foster care system in the State of California, with 55 percent coming from the four targeted communities and 51 percent of these children were located in Los Angeles County. Of these, 6,000 had a case goal of adoption and 1,000 were available for immediate adoption. Many of the Latino children awaiting placement have characteristics or special needs which make them “hard-to-place”, such as: males, prenatally drug exposed, age 10 and above, sibling groups, developmentally disabled, emotionally and behaviorally disturbed.

The Latino community in Southern California is diverse and consists of people from North America, Central America, South America, and Caribbean countries, including, but not limited to: Mexico, El Salvador, Guatemala, Honduras, Nicaragua, Panama, Cuba, Puerto Rico, Argentina, Chile and Peru. Each of these nationalities has a unique personality, and has come to the United States for differing reasons (Pearlstone, 1990). A common language, Spanish, unites Latinos. Culture, family patterns and values are similar; however, differences do exist within and between the various subgroups, particularly as the acculturation process.

Mexicans Americans or Chicanos comprise the largest group of Latinos in Southern California. In California, Mexican Americans comprise 79.5 percent of Latinos and 75.4 percent in Los Angeles (United Way, 2000). Approximately 50 percent of Mexican Americans were born in the United States. Mexican Americans are at various levels of acculturation and are more generationally diverse than other Latino groups. Clues to one’s level of acculturation and socio-political identity can be found in the name chosen to describe one’s ethnicity. Key terms include: Latino, Hispanic, Mexican, Mexican American and Chicano. In Los Angeles, the generic label “Latino” is preferred over “Hispanic” by many persons of Spanish origin or descent.

Acculturation and cultural identity are strongly influenced by the unique immigration process, which distinguishes Mexican Americans from other ethnic groups and other Latinos. The Mexican American immigration process has been ongoing and not tied to a specific period of time. In Southern California, there are Mexican Americans that have been in the United States for multiple generations and there are high numbers that are first or second generation in the United States. (Cite SPA data). Many still hold either close generational and cultural ties to Mexico or are reinforced in Mexican traditions by more recent immigrants (Acosta, 1970).

The use of the Spanish language is also a value with Mexican and Latino populations. In Los Angeles County, approximately 75 percent of Latinos above age 5 speak Spanish and home; and 51% percent are monolingual Spanish speakers or limited English speakers (United Way, 2003).

A core value for many Mexican Americans is the value of children. Mexican American families are significantly larger than all other ethnic or racial families (CASAS, 1989). **Latino Family Institute** has found that the cultural tradition of large families results in traditional Mexican / Mexican American families having a desire to adopt sibling groups.

California has approximately 30 million people. The combined Latino population is 43.8% of which the vast majority speaks Spanish as their primary language (U.S. Census; CDSS). In California there are 12,632 children waiting to be adopted and an additional 9,700 whose plan is termination of parental rights (CDSS). Latino children comprise 35% of the children in California's foster care system. There are a high number of print and electronic media serving the Latino population in Spanish and English. There are also a variety of social services, civic, professional, religious and social organizations that also serve the Latino community. In the area of adoptions, however, **Latino Family Institute** is the only licensed

adoption agency created and administered by Latinos in the Southern California.

c. Funding information

The project's grant number was 90-CO-0905. It was funded from October 1, 2000 to September 30, 2003 under the 2003A.3 *Innovations Increasing Adoptive Placements of Hispanic/Latino Children* initiative. **Latino Family Institute** received grants of \$250,000 for each of the three project years, for a total of \$750,000. Federal funds were matched with \$96,422.85.

C. Overview Methodology

The evaluation was conducted by an independent evaluator, Cheryl D. Cromwell, M.S.W. Ms. Cromwell has a masters degree in social work and 10 years of experience evaluating adoption opportunities projects. Ms. Cromwell and Ms. Quintanilla designed and wrote the original proposal for the project. She meet with the Project Director and staff twice a year to discuss progress towards attainment of project goals, developed questions for a focus group with project participants, developed a participant satisfaction survey, assisted with identification of continuation funding, and attended the Grantee Meeting held in March, 2003.

The evaluation documented both process and outcomes. The methodology consisted of: review and analysis of quarterly reports; semi-annual meetings with Project staff; focus group with project participants. Project staff collected and maintained statistics and data on both process activities and outcomes, client characteristics, and focus group responses. These were shared with the Project Evaluator and were also reported in the semi-annual reports to the funder.

Data collected included:

- number of children placed; age and gender characteristics; sibling groups;
- number of inquiries received concerning adoption;

- number and types of media contacts, public relations and community events contacts;
- number of presentations made; names of groups that received presentations;
- barriers and facilitating factors affecting implementation;
- number of “While You Wait” group meetings convened.

CHAPTER II. PROCESS EVALUATION

I. Implementation Objective No. 1

A. Statement of the first Implementation Objective – To recruit 330 potential Latino adoptive homes that are open to adopting the targeted children. To participate in bi-monthly match meetings with staff from public child welfare adoption agencies.

B. Research Questions to Assess that Implementation Objective – Will culturally competent recruitment to Latino families result in a substantial number of Latino children, ages 10 and above, and/or sibling groups by Latino families.

C. Findings that relate to Research Questions on Implementation Objective No. 1

1. Success / effectiveness in attaining each objective

A total of 198 potential adoptive homes were recruited during the three-year Project implementation period that resulted in the placement of 69 Latino children. A total of 632 inquiries were received as a result of the various recruitment activities. The Project engaged in a number of recruitment activities (See Implementation Objective # 2). Project staff participated in 9 match parties with Orange and Los Angeles County public adoption agencies.

2. Barriers and / or facilitators

Implementation of these objectives was facilitated by the strong pre-existing relationships between **Latino Family Institute** and the Orange and Los Angeles County public adoption agencies and the intensive public relations / community education campaign implemented as a component of the project.

The major problem encountered was in getting prospective adoptive parents to consider adopting children older than age five. **LFI** overcame this barrier by talking with families individually about older children and sibling groups. **LFI** also had families that had previously adopted to talk with prospective adoptive problems. The adoptive parents discussed the initial problems they encountered when they adopted older children, but also shared their joys and triumphs. A paraphrase of what was said was, "If we had two children already, one more didn't make a difference."

The Project also addressed several barriers to retention which resulted from practices and procedures by the public adoption agencies. Both Orange and Los Angeles County could take 30 to 60 days or more to approve a proposed match. **LFI** addressed this problem by maintaining constant with the families through phone calls from the social worker, family events and While You Wait activities.

A related issue is that Los Angeles County Department of Children and Family Services (DCFS) provides very limited information about the child's background. DCFS wants parents to make a commitment to a child with very little information about the child; then, DCFS takes another 60 days to commit to a match. **LFI** attempts to get as much information as it can from DCFS. Often new workers assigned to the child's case know very little about the child. **LFI** Social Workers ask the DCFS Worker if they can call the previous worker or the foster parent to get more information about the child, his/her behavior, habits, and interests.

Once a match is agreed upon, there is an official telephone presentation conference between **LFI** and DCFS. At that time, DCFS presents the social history, medical, educational (learning disabilities, whether child is on target), developmental (on target, a Regional Center client, speech/physical therapy), mental health issues (major, psychiatric evaluations,

medications), and, legal (parental rights terminated, family reunification plans). The prospective adoptive family is notified and provided with the presentation information. If the prospective adoptive family is still interested, then a formal presentation at the office is made with the Match worker. At that point, **LFI** has found that most families follow-through.

Another institutional barrier comes from the practice of concurrent planning. Some children are still having visits with birth families even though parental rights are about to be terminated. Some prospective adoptive families may not want to continue to take the children under these conditions. **LFI** addresses these situations by asking the prospective adoptive family to put themselves in the position of the children coming to their homes, but who are also still having visits with their parents. The children may be feeling that this is the last time that they may get to see their parents or that the parents may get their acts together and the children can go home. Adoptive parents are asked to personalize this and to think, “What kind of family would I want? Would I want a family that would allow me to have every opportunity to be with my birth family, if possible?” **LFI** also invokes a spiritual approach that is culturally appealing to prospective Latino parents. “If it’s meant to be your child, it will be.” These discussions also occur during “While You Wait Meetings” and quarterly training sessions. Also many of the children do not have visits with their birth families but with their previous foster families.

At orientations, **LFI** also includes kinship care adoptive families, as a means of helping both types of prospective adoptive parents to understand each other’s point of view. The mix has been especially beneficial in helping non-relative adoptive families to understand why there are so few younger children available for adoption. Adoptive parents get to see that some children are going home with grandparents and other relatives. Kinship and non-relative adoptive parents meet and share stories. Non-relatives also start to look at birth families in a different way and

are more sensitive to the reasons why some families may not be able to keep children within the birth family. Non-relative adoptive parents often think that all children are in the system because their families are on drugs or alcohol, in jail, experience domestic violence, etc. The interaction with kinship adoptive parents helps non-relatives to see that not everyone in the child's family is dysfunctional.

2. Lessons learned

Effective recruitment results from an ongoing program of relationship building with public adoption agencies, and key organizations in the targeted community. The match parties provide opportunities for prospective adoptive parents and available children to meet in informal settings. Involvement of adoptive parents in recruitment and orientation activities proved very beneficial. The adoptive parents served as role models for prospective parents who could identify with the apprehensions and subsequent satisfaction described by the adoptive parents.

II. Implementation Objective No. 2 –

A. Statement of Implementation Objective #2 –To conduct a community education campaign using print and electronic media in the two targeted counties. To develop two Public Service Announcements (PSAs) for radio and television, in English and Spanish. To make presentations to 90 community groups and faith organizations.

B. Research Questions to Assess that Implementation Objective – Do public education campaigns increase the number of inquiries for Latino families concerning adoption.

C. Findings that relate to Research Questions on Implementation Objective # 2.

1. Success / effectiveness in attaining each objective

The implementation objectives were achieved. The Project Director (Executive Director)

and Public Relations Recruiter participated in numerous meetings with print and electronic media representatives, community organizations and adoption / child welfare organizations. Although the agency did not contact 90 different organizations, over 30 organizations were contacted and more than 100 contacts were made. Public relations materials were previously developed for distribution and were periodically reordered. These included: pens, key chains, frisbees, tote bags. Three agency banners were designed and purchased for community events. During the initial six months, a press release was drafted and sent to the major newspapers in the area including: *La Opinion*, *The San Gabriel Tribune* and *Los Angeles Times*. Two radio announcements were developed. Radio Super Estrella 97.5 FM was contacted for a possible interview.

The following media contacts were made:

October 2000 – March 2001

- Contacts with Radio Super Estrella 97.5 FM for a possible interview during the next project period
- Meeting with Hispanic Broadcast system (January 24, 2001)
- Ads in *Vida Nueva*, a Spanish magazine (weekly) beginning January 1, 2001
- Ads in *The Tidings*, an English and Spanish magazine beginning January 1, 2001

April 1 – September 30, 2001

- Two radio announcements were developed for radio advertising for families interested in adopting targeted children. A six-week radio campaign took place on Mega FM Radio Station during the weeks of April 15 through May 20, 2001.
- Radio Station Power 106 FM (May 24, 2001)
- Meeting with Sales Representative from *El Informador*, a weekly Spanish newspaper (July 6, 2001); these meetings resulted in weekly ads in *El Informador* which ran for six consecutive weeks (July 16 – August 25, 2001)
- Interview on Spanish radio stations KTNQ 1020 AM and KLVE 107.5 FM (July 13, 2001)
- Meeting with sales representative of *Telenoveda*, a weekly Spanish television guide (August 14, 2001)
- Meeting with sales representative for *Latino Yellow Pages* (August 29, 2001)
- Meeting with *Los Angeles Times* Recruiter (September 22, 2001)
- Ads in the *Penny Saver* (weekly) (April 25, May 1, June 1, 2001)
- Ads in *Vida Nueva*, a Spanish magazine (weekly) during April, May and June 2001

October 1, 2001-March 31, 2002

- *Contacto*, an Orange County based newspaper (October 12, 2001)
- Adoption Taping for the Dave Thomas *Home for the Holidays* show (November 3, 2001)
- *Telemundo*, a national Latino News network – the Recruiter collaborated with *Telemundo* and Orange County Social Services to develop the first Spanish language version of *Wednesday's Child*. Neighboring counties were invited to participate in the project. The California Department of Social Services Adoptions Branch provided LFI with its statewide model, which ran successfully for several years. The goal was to highlight children in need of adoptive parents (January 29, 2002)
- *Vida Nueva* and *The Tidings* – advertisements were continued focused on recruitment of adoptive parents. Both are free magazines that are published on a weekly basis and widely distributed through churches, markets and community centers.

April 1, 2002 – September 20, 2002

- Meeting with Ratio Station Power Hot 92.3 FM (May 22, 2002)
- Meeting with segment producer for *Telemundo* for the possible development of a Spanish version of *Wednesday's Child* (June 13, 2002)
- Meeting with Radio Station *The BEAT* (June 19, 2002)
- Ads continued in Spanish magazine *Vida Nueva* (May 10,17, 24, 31 and June 7, 14, 21, 28)
- LFI was featured in a two-part series on Spanish language news on *Telemundo, Channel 52*. Two LFI adoptive families were interviewed regarding their experiences as adoptive parents. The two-part series aired throughout the day during its news segments. The agency received numerous phone calls following the airing (May 21 and 22, 2002).

October 1, 2002 – March 31, 2003

- Meeting with *Latino Weekly* (December 3, 2002)
- Meeting with *La Opinion* (February 26, 2003)
- Advertising continued in the Spanish language *Vida Nueva* weekly (November 7, 14, 21, 28, 2002; December 5, 19, 26, 2002; March 13, 20, 27, 2003)
- Ads in the English language *New Tidings* (November 8, 15, 22, 29, 2002; December 6, 27, 2002; January 3, 10, 24, 3, 2003; February 7, 14, 21, 28, 2003; March 7, 14, 21, 28, 2003.
- St. John the Baptist Annual Dinner and Fashion Show ad in the souvenir program (March 1, 2003)

April 1, 2003 – September 30, 2003

- Meeting with *Latino Weekly Magazine* representatives (April 16, 2003)
- Meeting with Spanish radio station *Super Estrella* (April 21, 2003)
- Meeting with radio station MEGA FM (June 24, 2003)
- Meeting with *La Opinion* (July 23, 2003)
- Ads in English language *New Tidings* weekly (April 4, 11, 18, 24; May 9, 16,23, 30; June 6,13,20, 27, 2003)
- Ads in Spanish newspaper *La Opinion* (July 21, 23, 28, 30; August 11, 13, 18, 20, 25, 27; September 1, 3, 8, 10, 15, 17, 24, 28, 2003)

The Public Relations Recruiter also made the following community contacts.

October 1, 2000 – March 31, 2001

- Hispanic Business Conference (November 14, 2000)
- Creative Alternatives Inc. (December 21, 2000)

April 1 – September 30, 2001

- Parents' Place Resource Fair and The Civitan Club (April 29, 2001)
- Latino Students at El Camino College and Shriners' Hospital (April 30, 2001)
- Meeting with Outreach Coordinator for City of Pico Rivera (May 23, 2001)
- Meeting with the Planning Commissioner for the City of South Gate (May 30-31, 2001)
- Puerto Rican Festival and Parade (June 22-24, 2001)
- Meeting with Business Owner of Bohemia Café (July 6, 2001)
- Caliente Festival (August 4, 2001)
- Community Resource Fair (August 25, 2001)
- Los Angeles County Post Adoption Conference (September 5, 2001)

October 1, 2001-March 31, 2002

- Shriners Hospital Health Fair – an informational booth staffed by the Project Recruiter (October 5-6, 2001)
- Mount Saint Mary's College – presentation to Latino students by the Project Recruiter (October 12, 2001)
- Latino Social Work Network Conference – informational booth (October 26, 2001)
- Orange County Adoption Fair – informational booth (October 28, 2001)
- LFI Adoption Information Day (December 1, 2001)
- Director of Diversity Programs for Disney – meeting (January 10, 2002)
- Los Angeles County Adoption Consortium (January 31, 2002)
- Informational Booth at Normandie Recreational Center health and Safety Fair (February 16, 2002)
- Orange County Social Services Targeted Recruitment Team (February 21, 2002)
- Mount Saint Mary's College – presentation to Latino students (February 26, 2002)
- While You Wait Meeting provided updated information regarding children currently in need of adoptive families (March 23, 2002)

April 1, 2002 – September 20, 2002

- Orange County Adoption Fair Committee (April 11, 2002)
- Parents' Place Resource Fair (April 28, 2002)
- Meeting with students from California State University Los Angeles (May 3, 2002)
- Los Angeles County Department of Children and Family Services Consortium (May 21, 2002)
- Orange County Adoption Fair Committee (June 6, 2002)

October 1, 2002 – March 31, 2003

- Shriners Health and Information Fair (October 4, 2002)
- Los Angeles County Permanency Partnerships Consortium (October 8, 2002)
- Los Angeles County Foster Family Agencies Meeting (October 10, 2002)
- Orange County Consortium Meeting (October 24, 2002; January 16, 2003)
- Orange County Adoption Fair Committee Meeting (October 27, November 21, 2002)
- Los Angeles County's Children's Day (November 10, 2002)
- Meeting with Farmer's Insurance (December 4 and 23, 2002)
- Meeting with El Patio Restaurant (March 4, 2003)
- Orange County Adoption and Foster Care Information Day (March 29, 2003)

April 1, 2003 – September 20, 2003

- Los Angeles County Foster Family Agencies Meeting (April 15 and June 12, 2003)
- Los Angeles County Permanency Partnerships Consortium (April 20, 2003)
- Orange County Adoption Family Night (April 30, 2003)
- Orange County Consortium Meeting (May 15, 2003)
- Westfield Wonders meeting (August 20, 2003)

Website

Starting January 14, 2001, Project staff began meeting with Paramas Internet to develop a website featuring information about the recruitment project. A website was developed under a contract with Paramas Internet. **Latino Family Institute's** web site, www.latinoadoptions.com. The site was actively linked to the California Association of Adoption Agencies and the Adoption Exchange Association web sites.

2. Barriers and / or facilitators

The limited number of staff available to conduct the outreach and to process the resulting inquiries was a barrier to making contacts with 90 different organizations. The extensive media exposure generated so many inquiries that Project staff would not have had enough time to process the additional inquiries that may have resulted from additional community contacts. The Project also benefited from the relationships and trust that **LFI** had previously established with Latino print and electronic media and a variety of Latino organizations. **LFI** advertised regularly in *The Tidings*, which is distributed in Catholic churches. The agency had previously been

featured on the *Cristina Show* and local television shows. As a result, the agency is trusted in the Latino community and the Executive Director, Maria Quintanilla, is a trusted and recognizable figure in the community.

3. Lessons learned

A key lesson is that ads and feature stories placed print and electronic media that is specifically targeted to the Latino community is very effective in generating interests and inquiries concerning adoption. It is also important to have adequate staff that can process the resulting calls in a timely manner. Staff should be bilingual in English and Spanish and knowledgeable about Latino family values, attitudes towards adoption and cultural issues related to adoption.

III. Implementation Objective No. 3 –

- A. Statement of the Implementation Objective # 3 –** To evaluate the impact and effectiveness of the **LF I** recruitment and retention model. To develop a recruitment and retention manual to facilitate replication by other adoption programs.
- B. Research Questions to Assess that Implementation Objective –** Is it possible to identify and document a model program for recruitment and retention of Latino adoptive parents for Latino children that can be replicated by other programs?
- C. Findings that relate to Research Questions on Implementation Objective # 3**
 - 1. Success / effectiveness in attaining each objective**

The Project was evaluated by Cheryl D. Cromwell, MSW, in this report. The evaluation report states whether project objectives were attained. The evaluation also documents the activities undertaken in order to achieve the stated objectives.

A Replication Manual was produced and is attached to the *Final Report and Evaluation*. The *Replication Manual* includes copies of print ads, flyers, brochures, scripted dialogue for radio and television Public Service Announcements (PSAs), job descriptions for key staff, and other relevant materials that can be adapted for use by other adoption agencies seeking to replicate the **Latino Family Institute Model**.

The Project Director and Project Consultant, Jerry Tello, MA developed a project curriculum entitled *Formalizando Lazos Familiares A Través De LA Adopción (Formalizing Family Ties Through Adoption)*. The purpose of the curriculum is to strengthen families in their abilities to integrate an adoptive child into their family while utilizing the positive internal cultural / familial values and building a support network “Padrinos Group” (extended kinship network) for on going development, nurturance and support. The families participated in five sessions, which guided them through both didactic, and process oriented issues that families will typically face. After the completion of these sessions families transitioned into a “Padrinos Group” that met monthly. One session was a “Circulo Group” (processing and support) and the following sessions were “platica” (informal discussion) groups with presentations by guest speakers on topics selected by participants themselves. In addition, participants planned quarterly family events to further reinforce positive family interaction and support. (A copy of the curriculum is included in the *Replication Manual*).

The following family activities were held during the life of the Project:

- Latino Family Institute Cultural Activities Day at California Adventure (September 22, 2001)
- LFI sponsored a Three Kings Celebration – most of the project’s families attended and enjoyed this cultural festivity. This annual event was held during the following dates: December 17, 2000; January 5, 2001; January 6, 2002 and January 11, 2003.

- LFI sponsored “While You Wait” meeting A flow chart was developed and distributed to participating families to further clarify the adoption matching process (November 23, 2003)
- LFI sponsored an Adoptive Family Training Day focused on children’s self-esteem and transcultural parenting in the United States (March 22, 2003).
- Adoption Family Training Day focused on Latino Multiculturalism – parents had the opportunity to enjoy a multicultural potluck along with games and activities for the children (June 28, 2003)
- “Family Fund Day” activities at Knotts Berry Farm – families had opportunities to network with other adoptive families and children(August 24, 2003)
- “While You Wait” meeting (August 28, 2003)

Participant Input – As part of the evaluation, LFI convened a focus group with parents on September 27, 2003 that had in the Project. A copy of the questions is attached. 40 parents participated and gave the following feedback: families stated that they highly valued the relationships they had established with agency staff and other adoptive applicants in the process of their adoption. Many of the families also expressed feeling validated during trainings and support groups normalizing their experiences in their journey of adoption and in becoming adoptive parents. Parents also indicated that family activities exposed their children to other adoptive children, which also helped their children feel like “they were not the only ones who were adopted”. Many of the adoptive parents also felt comfortable expressing their feelings of sadness regarding their infertility losses, reactions to birth parent visitations, court orders, children’s behaviors and family integration. Families expressed their frustration with the court system and county agencies that impact the timeliness of adoptive placements. The majority of families stated that the most important lessons that they learned were: children’s’ birth family history must be shared, adoptive parents need support, adoptive children need to be exposed to other adoptive children, agencies need to support parent’s changes in types of children they

decide to adopt, adoption should not be a secret, infertility impacts parenting, parents need help raising children in a bicultural community, that many families seek adoption as a means of building their families and most importantly not to take their children's' misbehaviors personally or as a reflection of their poor parenting, but rather as a process towards their goal of healing.

2. Barriers and / or facilitators

The Project is designed as a demonstration / service delivery project rather than a research project. As a result, the majority of funds are allocated to the delivery of services and administration to maintain accountability rather than to data collection and evaluation. Since the objectives were rather straightforward, the evaluation was designed to assess basic outcomes, with the ultimate outcome being: did all of the various recruitment and placement activities (expressed in the implementation objectives) result in the adoptive placement of at least 40 Latino children with Latino families. In that regard, the Project exceeded this number by 29 (69 total children).

A facilitating factor was that the Evaluator also wrote the original proposal and was very familiar with the agency, the agency's capacities to collect data (due to limited numbers of staff available), and the goals and objectives of the project. As a result, the Evaluator assisted with problem solving and worked collaboratively to produce the final report. The Evaluator and Project staff was familiar with the Bell and Associates' recommended format for the final report and evaluation. As a result, Project staff used similar headings in its semi-annual reports to the Administration for Children and Families. This facilitated the completion of the final report.

3. Lessons learned

Although all of the implementation objectives were not realized in exactly the way they were projected in the original proposal, all of the outcomes objectives were attained.

IV. Implementation Objective No. 4 –

A. Statement of Implementation Objective # 4– To make nine presentations at professional child welfare conferences discussing issues and strategies for recruiting and retaining Latino adoptive families. To disseminate the replication manual to 100 child welfare professionals.

B. Research Questions to Assess that Implementation Objective – Do child welfare professionals have interest in and benefit from presentations on effective recruitment practices for Latino adoptive families?

C. Findings that relate to Research Questions on Implementation Objective # 4

1.Success / effectiveness in attaining each objective

Project Director, Maria Quintanilla made ten presentations to child welfare professionals at various conferences, workshops and meetings. Additionally, she made presentations to college students majoring in social welfare at California State University. Ms. Quintanilla made the following presentations related to the Latino adoption experience

October 1, 2000 – March 31, 2001

- California State University – Los Angeles, School of Social Welfare (November 15, 2000)
- Adoption Exchange Association Recruitment Conference in San Juan, Puerto Rico (January 11, 2001)
- Adoption Information Center in Rowland Heights, California (March 10, 2001)
- Children’s Bureau Grantees’ Meeting in Washington, DC, (March 28, 2001)

April 1 – September 30, 2001

- National Council of Latino Executives Retreat in Dobbs Ferry, NY (May 24-26, 2001)
- Berendo Adult School in Los Angeles, CA (July 18, 2001)
- Los Angeles County Department of Children and Family Services Post Adoption Conference (September 5, 2001)

October 1, 2001 – March 31, 2002

- Latino Social Work Network Conference in Orange County, CA (October 26, 2001)
- California State University Los Angeles, Social Work Department (November 14, 2001)

- ASFA Conference sponsored by the Committee for Hispanic Children and Families in Palisades, New York (January 18-19, 2002)
- Child Welfare League of America Latino Symposium in Washington, DC (March 6, 2002)

October 1, 2002 – March 31, 2003

- California State University Los Angeles, Social Work Department (October 29, 2002 and February 13, 2003)
- Child Welfare League of America Latino Symposium (March 5, 2003)
- Family Builders by Adoption (March 20, 2003)

April 1, 2003 – September 30, 2003

- California State University Los Angeles, Social Work Department (April 21 and September 23, 2003)

The *Replication Manual* was completed and will be distributed to child welfare professionals attending at the following organizations and/or that are attending the following conferences: North American Council on Adoptable Children (NACAC), Child Welfare League of American, Orange County Adoption Administrators, California Association of Adoption Agencies, Stuart Foundation Youth and Permanency Project, Los Angeles County Department of Children and Family Services, Orange County Social Services Adoption Division, State of California Department of Public Social Services, Adoptions Bureau, and United States Department of Health and Human Services, Administration on Children and Families, Grantee Meetings 2004. Copies will also be provided to the National Adoption Exchange for distribution.

2.Barriers and / or facilitators

The *Replication Manual* was compiled as part of the *Final Report and Evaluation*; thus, it was not distributed during the actual life of the Project. LFI will continue to participate in conferences and collaborative relationships with other public and private adoption agencies and will disseminate the manual in the course of these activities.

A facilitating factor in attainment of this objective is that the Executive Director, Maria

Quintanilla is an active participant in numerous adoption and child welfare organizations. As a result, she receives many invitations to make presentations on recruitment and retention strategies that are culturally responsive and effective in working with Latino families.

Even more presentations could have been made had there been more staff available to assume more of the responsibilities assumed by the Executive Director who also served as the Project Director.

3.Lessons learned

As the number of Latino children in need of adoptive homes increases around the country, child welfare professionals are seeking information and models of recruitment that they can replicate in their own agencies. The Project Director found that it was very easy to find opportunities to present information.

CHAPTER III. OUTCOME EVALUATION

I. Participant Outcome Objective No. 1

A. Statement of first Participant Outcome Objective – To place 40 Latino children for adoption with Latino families.

B. Research Questions to Assess Participant Outcome Objective No. 1 – Were at least 40 Latino children placed with Latino families during the life of the Project?

C. Statement of evaluation question

1. Expectation for change – 40 additional children would be placed, including especially hard-to-place groups, such as Latino males, children above age 5 and sibling groups.

2. Definitions of terms, where necessary – Not Applicable

D. Findings that relate to Outcome-related Research Questions

1. Report Findings

The Project exceeded this objective and placed 69 children.

Intakes and children placed during the Project

	April – September 2003	October 2002 – March 2003	April – September 2002	October 2001 – March 2002	April – September 2001	October 2000 – March 2001	Total
Adoption intakes	97	49	173	89	133	91	632
Adoption placements	22	19	8	4	9	7	69

Characteristics of children adopted

	April – Sept.2003	October 2002 – March 2003	April – Sept.2002	October 2001 – March 2002	April – Sept. 2001	October 2000 – March 2001	Total
Males, ages 0-5	10	9	1	4	2	3	29
Males ages 6-12	6	6	2	0	5	1	20
Females, ages 0-5	3	1	2	0	2	2	10
Females, ages 6-12	3	3	3	0	0	1	10
Sibling groups	10	5	2	1	2	3	23
Disruptions			1				1

2. Issues that affected data collection/analysis

Descriptive data on the characteristics of the families that adopted was included in case records but was not recorded in a way easily accessible for evaluation. The majority of families adopting were two-parent married couples. Approximately 70% percent did not have biological children at the time of adoption.

3. Discussion of results

The Project exceeded the number cited in the original objective. It can be speculated that the high number of media and community contacts resulted in a high number of families that not only made inquiries but also followed through. Additionally, the agency staff members that

processed the families were primarily bilingual/bicultural Latinos that maintained contact with the families and encouraged them to continue with the process even though many delays were experienced during the match process (resulting from bureaucratic procedures by the public agencies).

4. Lessons learned

The ongoing media campaign was very successful. The agency identified strategic radio and television stations and programs and print publications that are utilized heavily by the target population. The media campaign built on previous campaigns. One suspected result is that **Latino Family Institute** has high name recognition in the Latino community. The agency is viewed as stable and credible, especially when the **LFI** is featured on Channel 34 and in *La Opinion*, media that have their own credibility in the Latino community.

II. Participant Outcome Objective No. 2 –

A. Statement of Participant Outcome Objective 2 - To increase in the Latino community-at-large of the need for adoptive homes for Latino children.

B. Research Questions to Assess Participant Outcome Objective No. –

1. Statement of evaluation question - Do public relations / community education campaigns addressed to the broader community result in increased inquiries and placements of Latino children with Latino families?

2. Expectation for change – Increased community awareness would be evidenced by inquiries about adoption opportunities and eligibility requirements.

3. Definitions of terms, where necessary – Not Applicable

C. Findings that relate to Outcome-related Research Questions

1. Report Findings

The Project received 632 inquiries, which resulted in 69 placements.

2. Issues that affected data collection/analysis

Persons making inquiries were asked how they found out about the program; however, this information was not calculated and included in the semi-annual report. Staff report that the majority of those making inquiries had seen or heard more than one media announcements. Additionally, approximately 30% percent received word-of-mouth information from other adoptive families.

3. Discussion of results

To increase overall public awareness about adoption, a multi-strategy approach is needed that is tailored to the specific community targeted. In Southern California, although many Latinos speak some English, a high percentage of Latinos speak Spanish at home and prefer to do business in Spanish. In Los Angeles County, approximately 51 percent of the individuals who speak Spanish at home are not fluent in English and 49 percent are fluent in English but speak Spanish at home (United Way, 2003). The use of Spanish and English language media was effective in reaching multiple segments within the Latino community.

4. Lessons learned

It is important to have a real person, bilingual in English and Spanish answering the phones and making follow-up calls to the families. The media and community relations campaigns must be mindful of not over-marketing, i.e, generating more calls than can be processed in a timely manner. If callers cannot be processed in a timely manner, than the positive results of the media campaign can backfire and result in negative word-of-mouth in the

community. Personal touch is still very important when working with the Latino community.

III. Participant Outcome Objective No. 3

A. Statement of first Participant Outcome Objective – To develop a model recruitment and retention program designed to place Latino children with Latino families.

B. Research Questions to Assess Participant Outcome Objective No. 4

- 1. Statement of evaluation question** – Did the program produce a model that had successful results?
- 2. Expectation for change** – A model was developed that could also be replicated in whole or in part by other adoption agencies.
- 3. Definitions of terms, where necessary** – **Not Applicable**

C. Findings that relate to Outcome-related Research Questions

1. Report Findings

LFI developed and implemented a successful model of recruitment and retention of Latino families to adopt Latino children. The model has the following components:

- Bilingual (English and Spanish) and bicultural (Latinos) staff at every level of implementation, including a majority of the Board of Directors, Executive Director / Project Director, Public Relations Recruiter, Clerical Support, and Social Workers. All materials and services were available in English and Spanish. The community was able to see that services were specifically tailored to validate them culturally. The Latino staff had the authority to set policy and make decisions; therefore, they were not perceived as being “tokens”, as is the case in agencies where Latino staff are only at the line worker or

outreach worker level, with little power to influence policy. All staff members were well qualified for their roles. The Executive Director / Project Director is a licensed clinical social worker (LCSW) with years of experience implementing culturally responsive adoption programs for Latinos. The Project Public Relations Recruiter has a master's degree and experience engaging in outreach to Latinos for various family services. Project Social Workers had master's degrees in Social Work. All staff received ongoing training for their roles and responsibilities. The Project received consultation from Jerry Tello, MA, a licensed psychologist who is nationally recognized as an expert in the development of culturally responsive services for Latino families and curriculum development.

- Intensive/ Ongoing Media Campaign was implemented beginning the first quarter of the Project. Ongoing meetings were held with print and electronic media to generate publicity, plan for paid and free ads and on-air/ in print interviews about the need for adoptive homes for Latino children and adoption opportunities available to Latino families. The Project selected media outlets that covered the entire service area but that were particularly present in Los Angeles and Orange Counties. Some of the publications were "throwaways" that are distributed at supermarkets, malls, social service agencies and public buildings. Others are mainstream publications such as *La Opinion*, the leading Spanish language newspaper in Southern California and *The Los Angeles Times* which is sold throughout Southern California with sections targeted to the counties surrounding Los Angeles. Both English and Spanish language media are used to address the language preferences and practices of the diverse Latino community.
- Public and Community Relations were ongoing. The Public Relations Recruiter

maintained information booths, distributed information and promotional items and answered questions at numerous community and cultural festivals. The participation in community events combined with the media campaign provided a consistent and layered message, in recognition that people may need to hear a message multiple times before deciding to take action. Both the media campaign and appearances at public events combined to keep the agency's presence in the eyes and minds of the targeted Latino community. The participation in community events also lent credibility to **LFI**, in that the community viewed the agency as an active partner in the life of the community.

- Personal Touch is valued in the Latino community. Many needs assessments have been conducted in the Latino community in the target area. Overwhelmingly, when asked, "What is the best way to get information to you", Latinos responded, "Have a real person talk to us." **LFI** recognized this. Families that called were invited by a Project Social Worker to attend an orientation. At orientation, families received a roster of the staff and an explanation of about what a real social worker is, including an explanation of what MSW and LCSW mean. These explanations helped families to have confidence in what was being presented by Project staff. Families thus felt that staff knew what they were talking about and that staff were providing accurate information. Many of the families had not previously had interaction with professional, master's level and licensed social workers.

After the orientation, **LFI** asked families: "How do you feel about the information presented? What was not presented that you would have liked to hear?" Families were encouraged to go home and think about the implications of what they heard. They are told to wait a day before calling a Worker to proceed. Most families said, "yes" right

away.

- Specialized Curriculum and Parent Involvement in Project Planning and Implementation – The *Formalizando Lazos Familiares A Través De La Adopción* (*Formalizing Family Ties Through Adoption*) was created to build on a cultural preference for informal systems. Even though **LFI** is a formal agency in the community, the curriculum helped families to learn with and from each other and to develop natural support systems that would continue beyond their involvement in the Project. A component of this model was the “Padrinos Group” that enabled families to plan and implement family activities for families and children at various points in the adoption process.
- Retention Activities – “While-You-Wait Groups”, Family Events and calls from Social Workers kept families involved during the periods of waiting for paperwork to be approved and for appropriate matches to be identified and approved by the various public adoption agencies.
- Collaboration and Relationship Building with Public and Private Adoption / Child Welfare Agencies – **LFI’s** Executive Director was actively involved in a variety of collaborative meetings and organizations concerned with increasing adoption of Latino and other children in foster care, information sharing, and advocacy for policies that promote adoption by Latinos, as well as other ethnic groups. One outcome of collaboration was that **LFI** was constantly apprised of best practices in the field of adoption and of potential funding opportunities to expand and maintain the work implemented with ACF funding. Additionally, **LFI** and the Executive

Director developed credibility among peers, which led to opportunities for cross training and information sharing with other child welfare professionals.

- Workshops for Child Welfare Professionals – LFI's Executive Director presented at ten conferences and workshops, in order to increase the knowledge in the field of adoptions of how to recruit and retain Latino adoptive families. The goal was to increase nationally the number of Latino families available to adopt Latino children.

1. Issues that affected data collection/analysis

The data was made available through the semi-annual reports and meetings with the Project Director and other Project staff at least twice a year.

2. Discussion of results

The Project was very effective in demonstrating a comprehensive model of recruitment and retention of Latino adoptive parents and of documentation of the model and curriculum for replication.

3. Lessons learned

The Project could have been even more effective if more funding were available for additional staff. If there had been more Social Workers, the agency could have increased the community education and media campaign activities because there would have been staff to process the inquiries and applications that would have resulted.

IV. Participant Outcome Objective No. 4

A. Statement of first Participant Outcome Objective - To increase knowledge of 200 child welfare practitioners' of effective, culturally responsive techniques for recruiting and retaining Latino adoptive families for Latino children.

B. Research Questions to Assess Participant Outcome Objective No. 4

4. **Statement of evaluation question** – Do conference presentations increase knowledge of child welfare professionals?
5. **Expectation for change** – 200 child welfare professionals will be exposed to additional information about strategies for recruiting and retaining Latino adoptive families that will increase their knowledge.
6. **Definitions of terms, where necessary** – **Not Applicable**

D. Findings that relate to Outcome-related Research Questions

4. Report Findings

Ten presentations were made to various groups of child welfare professionals. Additionally, the Project Director attended a number of meetings with other child welfare professionals where she gave information about recruitment and retention strategies used by her agency.

Additionally, LFI Executive Director, Maria Quintanilla and former Associate Director, Carol Mroz, wrote an article describing the organizational and culturally based barriers that inhibit Latino families from adopting. The article was published in the March 2002 issue of the *North American Council on Adoptable Children (NACAC) Recruitment Newsletter*. LFI was also highlighted in that issue.

5. Issues that affected data collection/analysis

All of the presentations were made at meetings or conferences hosted by others, where LFI did not have control over the process of registration / attendance sign-ins or opportunities to implement pre and post tests. As a result, the Project was not able to state specifically how many were in attendance; nor, was the Project able to offer pre/post test results to determine whether participants actually had a change in knowledge. The Project Director made all of the

presentations. Based on her estimate of the number that attended each event, it is estimated that approximately 230 child welfare professionals received information and therefore had increased knowledge.

6. Lessons learned

In the future, the Project Director should request copies of sign-in sheets and build in a very simple pre/post assessment with each speaking engagement.

CHAPTER 1V. RECOMMENDATIONS FOR FUTURE POLICIES, PROGRAMS AND EVALUATIONS

A. Recommendations to Program Administrators

Program administrators should be mindful that while each of the components had positive effects, it was the combined impact of the implementation of all of the strategies that resulted in the placement of 69 Latino children with Latino families. Administrators also need to recognize the importance of having bicultural Latinos in positions to design and administer, as well as implement recruitment programs targeting Latinos. An effective program must also establish a major presence in the Latino community over an extended period of time. It is not enough to only place ads and not participate in other community events sponsored and valued by the Latino community. Agencies must also be willing to pay for advertisements in Latino media as well as receive free Public Service Announcements. Paying for ads demonstrate a reciprocal relationship with the community. As agencies experience budget cuts, there is a tendency for administrators to decrease staff that interface directly with the public. Administrators should remember the importance of personal touch in working with Latino families.

Administrators in public adoption agencies should create procedures for reducing the delays in approving matches and for providing more information to prospective adoptive families prior to the formal presentation of the child.

B. Recommendations to Program Funders

Funders need to make a commitment to agencies that effectively deliver of contracts and grants. Agencies that “demonstrate effectiveness” should at least be allowed to reapply for continuation funding. The Administration for Children and Families should allow some funding for continuation or reapplication similar to the *Abandoned Infants Assistance Program* and programs funded by the Substance Abuse and Mental Health Services Administration (SAMHSA).

More ACF funding should be available for applications from nonprofit organizations. Nonprofit organizations are able to provide services in a more cost-efficient, tailored manner than most public adoption agencies.

Funders should allocate more money for program evaluation (without taking this money out of funds for programming). Grantees under the *Abandoned Infants Assistance Program* and *SAMHSA* generally receive larger grants than those available from Adoption Opportunities. As a result, they are able to pay for data collection and analysis; thus, the evaluations are much more comprehensive than those produced under Adoption Opportunities grants.

Local public agencies should issue Requests for Proposals and contract money to private, nonprofit adoption agencies for minority recruitment and placement and post legal adoption services. Local governments and private foundations should joint venture to create larger pots of money available to promote recruitment and retention, especially for those agencies that do not charge fees to adoptive families.

C. Recommendations to Adoption Field

Public and private adoption agencies should partner with ethnically specific agencies to improve adoption opportunities for minority adoptive children and families. Partnerships might

include:

- cross-training on cultural competency, recruitment and retention practices, best practices in adoption, parenting instruction, etc.;
- contracts with ethnically specific agencies for training, technical assistance, and, recruitment services;
- co-sponsoring of recruitment and matching events;
- collaboration on advocacy for policies and funding that improve adoption opportunities for minority children and agencies that demonstrate effective strategies and interventions with adoptive children and adoptive families.

APPENDIX A. EXAMPLES OF SUCCESSES

APPENDIX B. TECHNICAL APPENDIX

APPENDIX C. DATA COLLECTION INSTRUMENTS

LATINO FAMILY INSTITUTE FOCUS GROUP FOR ADOPTIVE PARENTS

1. How did you hear about Latino Family Institute?
2. Had you considered adoption prior to hearing about Latino Family Institute?
3. Did you contact any other adoption agencies? If yes, what was your experience with them?
4. Why did you choose to adopt through Latino Family Institute?
5. How important was it that staff were:
bilingual in English and Spanish?
Bicultural Latinos?
6. What services were most helpful?
7. What services were least helpful?
8. What is the most important lesson you learned through the process?
9. Did you change your original request or expectations for an adoptive child(ren) as a result of the adoption process? If yes, how so?
10. What recommendations would you make for improving services?
11. What's the best way to inform the Latinos about adoption opportunities?
12. Would you recommend Latino Family Institute to other Latino adoptive families?
13. Is there anything else you would like to tell us?



LATINO FAMILY INSTITUTE REPLICATION MANUAL

The following is a collection of forms and handouts that were implemented and distributed through the LFI Adoption Recruitment Grant. These items were used to promote agency and its programs; provide thorough information for families entering the adoption program; inform families of agency expectations and information regarding agency's trainings and events. When at all possible information was provided in Spanish.



LATINO FAMILY INSTITUTE REPLICATION MANUAL

1. **Agency Intro Letter/Mission Statement**
2. **Agency Brochure** – 1) Agency Brochure - Information on LFI and its programs 2) Foster Care Brochure – Information on LFI's Foster Care program. 3) Kinship Brochure
3. **LFI Family Ad #1** – One page hand out given to families at Health fairs.
4. **LFI Family Ad #2** – A one page handout given to families that has the agency map and address allowing families to find agency location easier.
5. **LFI Most Commonly Ask Questions (English/Spanish)** – Handout given to families to answer common adoption and agency requirements.
6. **LFI Overview of Adoption and Foster Care Application Process** – A six page handout that explains the application forms in detail.
7. **Information Day Flyer** – Orientation information for new adoptive families.
8. **Orientation Handout** – Agenda and information regarding Adoption and the children that are available.
9. **LFI Adoption and Foster Care Interest Form** – A pre-application form designed for agency can asses whether or not family will be appropriate for adoption or foster care.
10. **Inspection Flyer** – A flyer to remind families the most commonly missed items during home inspection (certification)
11. **LFI Adoption Flow-Sheet (English/Spanish)** – A step by step breakdown on the whole application process designed for families to understand the application process and give them a sense of how much time it would take.
12. **Levels of Certainty (English/Spanish)** – Handout that address termination of parental rights. Allowing families to understand the legal status of children.
13. **LFI Adoption Process-** After application and MAPP, handout explains more in detail what occurs during matching and placing process.
14. **LFI Checklist** – A checklist given to the families during there MAPP training in order for them to follow along the necessary document needed to finish the application process.

15. **Press Release** – Various press releases that promotes LFI and its services.
16. **Resource Guide** – A list of various agencies that can be utilized by families.
17. **Radio Copy Points #1 and #2** - 1) LFI Services in Adoption 2) Ricky and Rey Announcement
18. **Ricky and Rey Flyer** – Information on “specific recruitment” children.
19. **Event Flyers** – Flyers for various families events, designed for family unity and training.
20. **LFI Hiring Ad** – Ad designed to recruit SW’s to work for agency.
21. **LFI Sponsorship Sheet** – 1) Flyer designed to recruit sponsorship for various LFI programs. 2) Padrinos de la Comunidad – Handout that intends to pursue outside sponsorship through local businesses. 3) Voices of Hope – Handout that allows sponsors to donate for a radio campaign.
22. **LFI Activity Booklet** – A seven page display used to get families and donors familiar with LFI and its various activities it conducts with families and community. (the document is not intended for media or public distribution)
23. **My Book** – Children handout created to promote confidence and self-awareness.
24. **LFI Power Point Presentation** – Layout used for power point presentations in where LFI and its services are promoted to the public and potential sponsors.
25. **LFI Staff List** – List of agency employees and job title.



LATINO FAMILY INSTITUTE

1501 Cameron Avenue Suite 240 West Covina, CA. 91790 (800) 294-9161

MISSION STATEMENT

The Latino Family Institute, Inc. has the following mission:

A Private nonprofit organization dedicated in the preservation of the Latino family as a unit through a variety of strategies, including: provision of services to families; foster care and adoption and effecting change at local, state and national levels.

Philosophically, LEI believes in maintaining families; therefore whenever possible, we use community and extended family resources to maintain or re-unify children with birth family members who are willing and capable of raising and providing permanent homes for their children. When re-unification is determined not to be in the best interest of the child, we will have a pool of families available to adopt these children. We are also able to supply a pool of "stable" foster homes for children more difficult to place and for those still involved in the court process.

All children deserve the love, attention and guidance of a nurturing mother and father. LEI is dedicated to uniting Latino children who are placed in adoption and foster care with loving, willing families.



Latino Family Institute, Inc.

January 5, 2001

To Whom it may Concern:

Latino Family Institute (LFI), is a non-profit adoption and foster care recruitment agency serving the counties of Los Angeles, Orange, Riverside and San Bernardino. I want to introduce myself, give you a little background information about LFI, and ask for your support.

LFI believes that every child deserves a loving family. They deserve the love, attention and guidance of a nurturing mother and father. Our goal is to recruit Latino families who are interested in becoming adoptive and foster care parents of Latino children who have been abandoned, abused, or neglected. The culturally sensitive services we provide are free of charge.

In just 3 years, LFI has successfully completed 56 adoptions. We have placed an additional 40 children in adoptive homes, and have 128 families waiting to be approved for adoption.

Recently, Latino Family Institute was awarded a federal grant through The Department of Health and Human Services to increase awareness and recruit more desperately needed families for Latino sibling sets, Latino boys and children age 10 and older. Currently, in California close to 40% of children placed in adoption or foster care are Latino. There is a need for our agency to succeed in meeting the large demand of children placed into the system and move them into caring homes.

Latino Family Institute is more than an adoption and foster care recruitment agency as we keep close relationships with our children and family. Since there is a variety of Latino children (Mexico, Central America and South America) our goal for the new millennium is to sponsor and organize various cultural retreats for our families. These retreats are to reinforce the respect and sensitivity the vast cultures that are embedded in Los Angeles through our families and children.

Latino Family Institute has become a recognized leader in the field of Latino adoptions. It's Executive Director has trained nationwide on providing effective culturally sensitive services to Latinos interested in adopting.

LFI's evaluation system and service outcomes reflect and adhere to Title 22 Regulations for adoption and foster care agencies. In addition, agency policies and procedures are implemented based on Department of Children and Family Services regulation contract. LFI is audited yearly by Community Care Licensing and Los Angeles County Department of Social Services. LFI has been in compliance with all required regulations, procedures and guidelines.

I have enclosed a copy of our agency brochure, mission statement, staff list and other helpful items to give you a better idea of what our goal is and what we are attempting to do. If you have any questions or would like to receive further information about the services we provide, please do not hesitate to call me at 626-472-0123 x212.

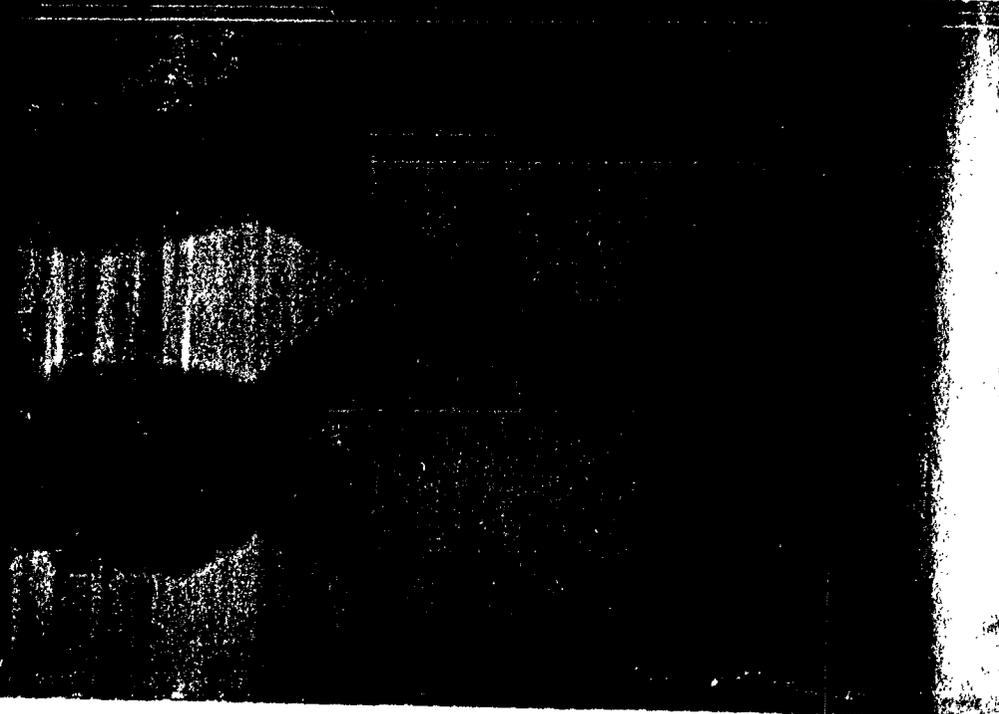
Sincerely,

Oskar Toruno
Public Relations/Recruiter



FOSTER CARE

CRIANZA FAMILIAR



**LATINO
FAMILY
INSTITUTE**

1501 West Cameron Avenue
Suite 240

West Covina, California 91790
(626) 472-0123 - (800) 294-9161

(626) 337-752 Fax

www.latinoadoptions.com



**Hope,
Future,
Happiness!**

**LATINO
FAMILY
INSTITUTE**

¿QUE ES LA CRIANZA TEMPORAL?

Los padres de crianza temporal proporcionan un ambiente familiar que brinda apoyo y estabilidad para aquellos niños que temporalmente no pueden vivir con sus padres biológicos por problemas familiares. En la mayoría de los casos, los padres de crianza trabajan junto al personal de nuestra agencia con el fin de reunificar al niño con sus padres biológicos.

WHAT IS FOSTER CARE?

Foster parents provide a supportive and stable environment for children temporarily unable to live with their birth parents due to family problems. In most cases, the foster parents work with agency staff to reunite the child with their birth parent(s).



¿QUE TIPOS DE FAMILIAS PARTICIPAN?

El programa de Crianza Familiar tiene toda clase de Padres Temporales. Tienen el compromiso de ofrecer amor y cuidado a criaturas en su hogar. Algunas de nuestras familias tienen hijos otros son solteras(os), parejas, abuelitos y algunos no tienen hijos.

WHAT TYPES OF FAMILIES PARTICIPATE?

Foster care families come from a variety of backgrounds. They have a commitment to offer love and care to a child placed in their home. Some parents are or do not have children; others are single parents, couples and grandparents.

¿QUIÉNES SON LOS NIÑOS QUE NECESITAN DE CRIANZA TEMPORAL?

Hoy día existen miles de niños Latinos en el sistema de protección de niños en California. La mayoría de ellos requieren cuidado temporal fuera de su casa, a causa de la negligencia, el abuso o la explotación de los padres. Los niños son de todas las edades y sus necesidades varían. Todos tienen la necesidad de ser amados y guiados durante su niñez, una etapa muy importante.

WHO ARE THE CHILDREN IN NEED OF FOSTER CARE?

Today there are thousands of Latino children in California's foster care system. Most require temporary out-of-home care due to parental neglect or abuse. All the children vary in age and needs. They all need love and guidance during the difficult time of their young lives.

LOS NIÑOS MAYORES TAMBIÉN NECESITAN PADRES DE CRIANZA

Aunque la edad de los hijos de crianza pueden variar desde la infancia hasta los 17 años, la mayoría de estos niños en California tienen entre 9 y 17 años. Estos son años importantes, el cual es vital la habilidad para comunicar y brindar consejo. Usted comprobara que ayudar a estos jóvenes en su transición hacia la edad adulta puede añadir nuevo significado a su propia vida.

OLDER CHILDREN ALSO NEED FAMILIES

The majority of children in California's foster care system are school aged. Most children are between 9 and 17 years of age. These years are vital for children to grow, develop, and have stability. You can play a part in these important years and nurture a child's needs in life.

¿COMO PUEDO CONVERTIRME EN UN PADRE DE CRIANZA TEMPORAL?

Se requiere una certificación para poder operar un hogar familiar de crianza temporal. El proceso para obtener la certificación tarda generalmente de tres a seis meses. Un trabajador visitará su hogar y se entrevistara con usted y los demás miembros de su familia. Usted y su casa o apartamento deberán satisfacer los requisitos mínimos de seguridad y de espacio exigidos por la ley. Los padres de crianza temporal trabajan junto al personal de servicios sociales para determinar cuales son los niños que mejor se adaptara su hogar (edad, etc.) Dependiendo de la disponibilidad de niños, ellos se podrán asignar inmediatamente después de que se otorgue la certificación.

HOW DO I BECOME A FOSTER PARENT?

A certification is required to operate a foster family home. The certification process is usually completed in three to six months. A Social Worker will visit your home to meet with you and other family members. Your home or apartment must meet safety and space requirements. Foster parents work with agency staff to determine the type of child best suited for their home (i.e., age). Depending on the availability of children, they may be placed immediately after certification.

¿EXISTE UN PROGRAMA DE ASISTENCIA ECONÓMICA?

Los padres de crianza temporal reciben un pago mensual para alimentar, vestir y satisfacer las necesidades materiales de los niños en su ciudad. Su tratamiento médico y dental es proporcionado por el Programa de Medi-Cal.

IS THERE FINANCIAL ASSISTANCE?

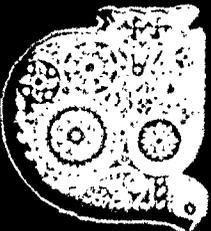
Foster parents receive a monthly stipend for the children placed in their care. Medical and dental coverage are provided through the Medi-Cal program.

Servicios Para Familias

Latino Family Institute (LFI) les ayudara a facilitar el proceso de la aplicacion. Personal de LFI proporcionara visitas a su casa, referencias a servicios comunitarios y servicios de apoyo. LFI organiza excursiones familiares, actividades y entrenamientos familiares. Nuestros servicios son gratuitos.

Services For Families

Latino Family Institute (LFI) will assist in facilitating the application process. LFI staff will provide home visits, referrals and supportive services. LFI organizes family outings, and trainings for our staff. Our services are free of charge.



LATINO
FAMILY
INSTITUTE

1501 West Cameron Avenue
Suite 240

West Covina, California 91790
(626) 472-0123 - (800) 294-9161
(626) 337-8752 Fax

Familia

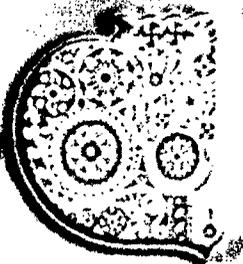
Ayudando

Familia

Familia

Helping

Families



LATINO

FAMILY

INSTITUTE

ADOPCIÓN POR PARIENTES

Latino Family Institute (LFI) les ayudara en su proceso de adopción. Este folleto le dará una explicación breve del proceso y requisitos para finalizar la adopción.

Adopción por parientes reconoce la importancia de lazos familiares. LFI ofrece una variedad de servicios de apoyo para parientes adoptivos. Nuestra meta es de guiarlos durante el proceso de adopción. LFI ofrece servicios aun después que la adopción se finaliza.

KINSHIP ADOPTION

Latino Family Institute (LFI) will assist you in your Kinship adoption process. This brochure will give you a brief explanation of the process and requirements to finalize the adoption.

Kinship Adoption recognizes the importance of family ties. LFI offers a variety of supportive services to Kinship families. Our goal is to guide you through the adoption process. LFI also provides ongoing Post-Adoption services.

Adopción Por Parientes

Al Adoptar una criatura que es su pariente, usted esta ayudándoles de muchas maneras. Tal vez lo mas importante es que la criatura podrá mantener lazos familiares. Además los derechos legales y las responsabilidades se transfieren a los parientes adoptivos. Cuando la adopción se completa, la supervisión de la corte o del departamento de servicios sociales ya no se requiere y el pariente adoptivo tendrá toda la autoridad y responsabilidad de padre.

Lo siguiente aplica si usted, como pariente, decide adoptar:

- La agencia lo evaluara para asegurarse de que usted pueda ofrecer a la criatura un hogar seguro y sano.
- Usted podría ser elegible para recibir pagos del Programa de Asistencia de Adopción (AAP) y del Programa de Asistencia Medica de California (Medi-Cal), para la criatura.
- Usted puede firmar un acuerdo legal por escrito sobre que clase de contacto pueden tener los padres biológicos u otros parientes con la criatura después de finalizar la adopción.

Proceso de Adopción Por Parientes

Lo siguiente es una breve lista de los documentos que se necesitan para completar su adopción:

Aplicación de Adopción

Forma de Autorización para Revelar Información

Prueba de salud y tuberculosis para todos los miembros de la casa

Cartas de referencias, Huellas digitales

Cuestionarios de Adopción 1 y 2

Después que recibamos sus formas completas un Trabajador Social se asignara para conducir un estudio familiar. El Trabajador Social entrevistara todos los miembros de su familia que viven en su casa. Cuando el estudio familiar este completo usted firmara documentos para iniciar el proceso de finalizar la adopción. Para el proceso de finalizar la adopción usted puede obtener un abogado o puede completar los documentos de adopción por su propia cuenta. LFI los guiara por todos los pasos necesarios.

Adoption By Relatives

When adopting a child who is a relative, you are helping in a number of ways. Perhaps the most important is that the child is able to maintain family ties. In addition, the child's legal rights and responsibilities will be transferred to the adopting relative. Once the adoption is completed, supervision of the court or social services is no longer required; the adopting relative has all the authority and responsibilities of a parent.

The following will apply if you, a relative, decides to adopt:

- You will be assessed by the agency to make sure you can provide the child a safe and healthy home.
- You may be eligible for Adoption Assistance Program (AAP) payments and Medi-Cal for the child.
- You may sign a legally binding Kinship Adoption Agreement to instruct the birth parents or other relatives on the contact they may have with your adopted child.

Kinship Adoption Process

The following is a brief list of the documents that you will need to complete your Kinship Adoption:

Adoption Application

Release of Information Form

Health Screening & TB test for all members in the home

Letters of Reference, Fingerprints

Adoption Questionnaires 1 & 2

Once we have received your completed paper work, we will assign a Social Worker to conduct a Homestudy. The Social Worker will interview all family members residing in the home. After the homestudy is completed, you will sign adoption documents. For the adoption finalization process you may retain an attorney. LFI will guide you through all of the steps required.

www.latinoadoptions.com



Latino Family Institute

Adoption
&
Foster Care



*Project Funded by the U.S. Dept.
of Health and Human Services/
Administration for Children,
Youth and Family.*

**Latino Family
Institute**
1501 W. Cameron Avenue
Suite 240
W. Covina, CA 91790
(800) 294-9161
Fax (626) 337-8752

LFI MISSION STATEMENT

Latino Family Institute is a private non-profit organization dedicated to the preservation of the Latino family as a unit through a variety of strategies, including: provision of services to families; foster care and adoption; effecting change at local, state and national levels.

LFI's philosophy is to maintain families or unite children with birth family members who are willing and capable of raising and providing permanent homes for their children.

When reunification is determined not to be in the best interest of the child, we will have families available to adopt these children. We also have foster families who can provide stable homes for children who are more difficult to place and for those still involved in the court process.

All children deserve the love, attention and guidance of a nurturing family. LFI is dedicated to uniting Latino children who need homes with loving, capable families.

LFI AWARDED 3 GRANTS

Recently, LFI was awarded a Federal grant through the Department of Health and Human Services to increase awareness and recruit families. Adoptive families are desperately needed for Latino sibling sets, boys and children age 10 years and older. Currently, in California close to 40% of the children placed in adoption and foster care agencies are Latino. Our agency's goal is to help find homes for the large number of children placed in the system.

UNIQUE SERVICES

Latino Family Institute is much more than an adoption and foster care recruitment agency. We have close ties with our children and families. Since the children have a wide range of ethnic backgrounds (Mexican, Central American, South American) our goal is to sponsor and organize various cultural events for our families.

These retreats are designed to promote sensitivity and respect for the many cultures in Los Angeles.

Latino Family Institute

Latino Family Institute (LFI) is a non-profit adoption and foster care recruitment agency that serves the counties of Los Angeles and Orange. LFI is the only Latino Recruitment Agency in the State of California.

Although LFI specializes in providing bilingual services for children and families, we are a non-profit agency that serves all ethnic groups, *free of charge*.

Looking for loving, willing families...



Did you know that...

- In the U.S. there are approximately 542,000 children in foster care.
- More than 126,000 children are waiting to be adopted.
- There are 100,000 children placed in the foster care system in California.
- Close to 40% of these children are Latino.
- The majority of these children are sibling sets, boys and older children.

If you are interested in changing the life of a young child, please call:

(800) 294-9161 ext. 212

Or log onto

www.latinoadoptions.com

Latino Family Institute Adoption & Foster Care
1501 West Cameron Ave Suite 240
West Covina, CA. 91790



Looking for Loving Homes

Latino Family Institute is a non-profit agency currently seeking families interested in adopting or fostering Latino children. Many of the children available are school aged, sibling sets and teenagers.

LFI serves the counties of Los Angeles and Orange County. All services available in English and Spanish and free of charge.

(800) 294-9161 ext. 212

www.latinoadoptions.com

LATINO FAMILY
INSTITUTE
ADOPCIÓN Y CRIANZA
Familiar

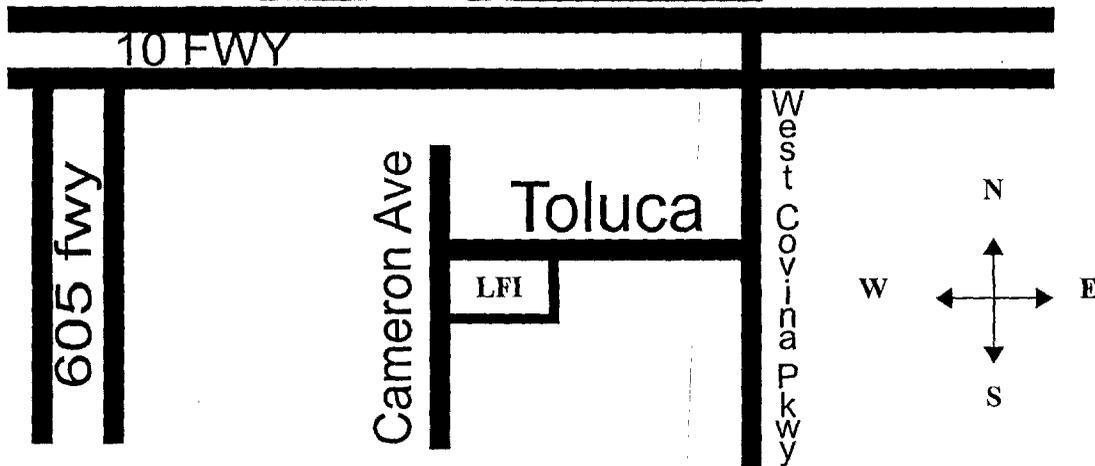


SE BUSCAN familias interesadas en ser padres adoptivos o de crianza para los 40% de todos los niños que necesitan una casa adoptiva o de crianza.

Pará Más Información:
(800) 294-9161 ext. 212
www.latinoadoptions.com

Latino Family Institute

ADOPTION & FOSTER CARE



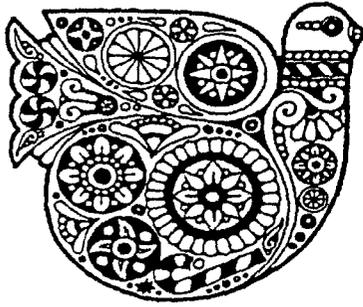
Latino Family Institute
1501 West Cameron Ave. Suite #240
West Covina, CA. 91790
(626) 472-0123 www.latinoadoptions.com

FROM LOS ANGELES

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FROM RIVERSIDE, ONTARIO, CHINO

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Latino Family Institute

A Non-Profit Latino Adoption and Foster Care Recruitment Agency
(626) 472-0123 ext. 212 Fax (626) 337-8752
1501 West Cameron Avenue Suite 240
West Covina, CA 91790

Most Commonly Ask Questions

What is Latino Family Institute and what do they do?

Latino Family Institute is a non-profit agency that specializes in Foster Care and Adoption. LFI is dedicated to uniting the high number of Latino children into loving homes. Latino Family Institute believes every child deserves a loving family. Unfortunately, it does not always work that way. Thousands of children of all ages, throughout the state California are placed in adoption each year.

Is there a fee involved?

No! Latino Family Institute is a non-profit, federally funded program that does not charge for its services.

What are type of adoptive parents are you looking for?

LFI parents come from different backgrounds and economic situations but with one commonality. Their commitment to offer love and care to a child into their homes. Some LFI parents already have children, some are single parents, some are couples, some are grandparents and some don't have children. Some of our LFI parents live at home, some rent and others live in apartment or condos.

Who are the children in need of Adoption?

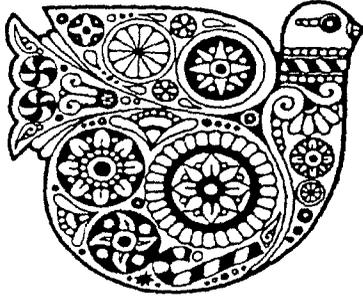
There are all kinds of wonderful children waiting to be adopted - babies, toddlers, older children and teenagers.

Children needing to be adopted come from array of religions and intellectual and physical development. However, many of these kids come from homes that were altered by neglect. If you enjoy children and the challenge of parenting a child or children who need very special care and love, you may be the parent for a waiting child.

Why It's Important To Ask Questions

The process of adoption is governed by a single set of nation laws and guidelines. (TITLE 22) Be prepared to be flexible when you begin the adoption process. Adoption agencies have different guidelines and laws which differ from State to State. Before adoption it is recommended that the couple or persons involved think carefully about it.

**FOR MORE INFORMATION LOG ONTO:
www.latinoadoptions.com**



Latino Family Institute

Agencia Latina no-lucrativa de Adopción y Crianza Familiar
(626) 472-0123 ext. 212 facsímil (626) 337-8752
1501 West Cameron Avenue Suite 240
West Covina, CA 91790

Preguntas Normalmente Hechas Sobre Adopción y Crianza Familiar

¿Que es el Instituto Familiar Latino y qué hacen?

Latino Family Institute (LFI) es una agencia no-lucrativa que especializa en Adoptivo y Crianza Familiar. LFI se dedica a unir el número alto de niños Latinos en casas amorosas Latino Family Institute cree que cada niño merece a una familia amorosa. Desgraciadamente, no siempre funciona esa manera. Miles de niños de todo las edades, a lo largo de la California estatal se pone en adopción cada año.

¿Hay una cuota involucrada?

¡No! Latino Family Institute no cobra por sus servicios. Nuestra agencia recibe fondo federales que ayudan a cubrir los costos.

¿Qué es el tipo de padres adoptivos que usted está buscando?

Necesitamos personas que se comprometan o ofrece a los niños cariño un hogar sano y estable.

¿Quién son los niños en necesidad de Adopción?

Hay niños de todas la edades que necesitan padres adoptivos o de crianza. La mayoría son niños de tres años en adelante y son hermanitos que no deben ser separados. También la mayoría de estos niños tienen necesidades especiales por su historia familiar.

Por qué es Importante Hacer Preguntas?

El proceso de adopción es gobernado por un solo juego de leyes de la nación y pautas. (TITULO 22) Este preparado a ser flexible cuando usted empieza el proceso de adopción. Las agencias de adopción tienen pautas diferentes y leyes de Estado a Estado. Antes de adoptar se recomienda que la pareja o personas involucradas piensen cuidadosamente sobre eso. Nosotros estamos disponibles para contestarle sus preguntas.

**PARA MAS INFORMACION RESPECTO A LA ADOPCION, VISITANOS
EN EL INTERNET:**

www.latinoadoptions.com

LATINO FAMILY INSTITUTE

OVERVIEW OF
ADOPTION
AND
FOSTER CARE
APPLICATION PROCESS



Thank you for your decision in choosing Latino Family Institute to help you in your decision to adopt or foster parent. This guide is a step by step process in the application procedure that is explained at the orientation. The application process and requirements fulfill Title 22 California regulations.

You have already accomplished **Step One** in the application:

STEP ONE: ATTEND THE ORIENTATION

If you have not attended an orientation please call 800 294-9161 ext. 212. The next step is to fill out the adoption/foster care application that was handed out at the orientation. Please mail out application as soon as possible in order to active your files and begin processing your information. Also, please keep a record of everything you send out by having a folder and photocopies of all items you send to us.

Once we have received your information we proceed with **Step Two**:

STEP TWO: RECEIVE PART II of APPLICATION

After you have mailed out the first part of your application you will receive a letter with the following *forms* enclosed:

- Emergency Caregiver Information
- Criminal Record Statement (Every adult in home)
- Medical Form
- Employment Verification

Along with those forms, the following will also be requested:

- Family picture
- Copy of Auto Insurance & Car registration
- Request for DMV information (DMV Print out)
- Copy of Driver License or valid CA ID

Emergency Caregiver

Emergency Caregiver is a person that you need to select to take care of your children in case of an emergency. The emergency caregiver information is a vital part of the application process so it is recommended you choose a person who is willing to fulfill the necessary requirements. Some families have chosen their mothers, fathers others have chosen a cousin, best friend or trusted neighbor.



Here is a breakdown of what documents are required from the *emergency caregiver*:

Criminal Record Statement
Vehicle Inspection
Medical Release Form

In addition to these forms, the *emergency caregiver* will need to turn in:

Driver's License/or valid CA I.D.
DMV Report
First Aid & CPR Class
Child Abuse Clearance
Proof of Auto Insurance

Criminal Record Statement

Criminal Record Statement is a form that asks if you have a prior felon or misdemeanor. It is in conjunction with your fingerprint information. Any information found during your fingerprints and not disclosed during the Criminal Record Statement can result in the termination of your application. The Criminal Record Statement must be signed by the applicants (family) and the Emergency Caregiver.

Please remember any person living in your home that is 18 years or older must sign a Criminal Record Statement and also get finger printed.

Medical Form

The LFI Medical Form is a checklist for your doctor. Take the form to your family Doctor and he will ask you a series of question that are entailed in the Medical Form and then check off the form and sign. Remember, the form also requests a T.B. test if you test positive for T.B. you are required to have a chest X-ray. If you do not have a regular family doctor, any qualified doctor will do.

Employment Verification

Employment Verification is a form that needs to be completed by your manager, foreman or Executive in your place of employment. If you are a housewife or do not work please indicate that in a brief letter with you're spouse's employment verification form.



Family Picture

Part of the application process is the **Family Picture** in adoption and foster care. Many families wonder WHY? Well, for the social workers and at times children, it is very important that we have a "picture" of you, your family and where you live. The picture will give a face to the application and at times offer the child a face of where they might be going. Some families take pictures of themselves at home, doing chores, having dinner, celebrating a birthday or just relaxing by the couch. Just keep in mind, when you are taking your pictures to just you have fun, relax and "click" away.

Adoption applicants will need to prepare a detailed "Family Album" once you have completed the required classes (MAAP). Additional information will be provided once you've received that point in your application process.

Vehicle Inspection

It is a form that is a checklist to make sure your car is safe and in working condition. This form is asked for our applicants in adoption and foster care and for our emergency caregivers. All you have to do is take it to your local mechanic and he will check your vehicle and sign it. If you have a family mechanic, have him read the form, inspect the car and sign the form.

Copy of Auto Insurance & Car registration

Please provide a copy of your auto insurance and registration for "all" vehicles owned by you and your family.

Request for DMV information (Copy of Driver's license, DMV Print out)

Go to you nearest DMV and ask for your DMV print out. Mail it to our offices along with a copy your driver's license. If your spouse does not have a driver's license, please send us a copy of his/her valid California I.D.

After you have finished turning in part one and two of your application we get closer to wrapping up the paper work process and get closer to the *finish*. ☺



STEP THREE : FINGERPRINTING

Now we get to the fingerprinting. You will receive a letter that will designate you to the closest fingerprinting facility. It is up to you to choose the time and location for your fingerprint processing. It is important to respond to the letter as quickly as possible because the process of your finger prints can take up to three months. The sooner you get fingerprinted, the sooner we can expedite your paperwork.

NOTE: ADOPTION APPLICANTS PLEASE KEEP YOUR RECEIPTS, YOU WILL BE REINBURSED BY THE STATE, FOLLOWING THE FINALIZATION OF YOUR ADOPTION.

STEP FOUR : MAPP CLASSES

Once all documentation and clearances are received, you will be scheduled to attend MAPP classes. MAPP stands for Model Approach to Partnership and Parenting. Classes are required of both foster care and adoption families. Classes are usually held for five consecutive Saturdays from 9 am to 3 pm at our LFI office. These classes will address the issues related to adoption and foster parenting.

STEP FIVE : THE HOMESTUDY

Once you've completed the MAPP classes you will be scheduled for the **Home Study** will be conducted for both foster care and adoption applicants. The **Home Study** is when a social worker visits your home and discusses with you and your family the reasons for choosing adoption or foster care as a parenting option. In addition, the social worker will discuss family history, type of child desired and other relevant information to complete a family profile. The social worker will make a minimum of two home visits and interview everyone in the home. The social worker has a maximum of 60 days to complete the home study.

STEP SIX : CERTIFICATION OF YOUR HOME

Once your homestudy is approved a home inspection is required. The **Certification** process can be an awkward process. LFI strives to make this part of the application process as comfortable as possible. The **Certification** is when an LFI staff completes a home inspection. The home inspection entails completing a physical environment assessment. The assessment sees to identify any concerns such as: Broken glass, stored paint in the yard, broken window, tools left lying around or any other situation that could cause danger and/or physical harm to a child.



Guess what? After step six, there is no next step. Give yourself a pat on the back and now the next process is to wait. All your information is filed and processed and a match depends on the availability of that child.

Now here is a review of some of the most commonly ask questions concerning post-adoption situations.

If I adopt is there a chance that another family member would show up and take my child away?

NO, once the adoption is done, it is final. Most children are placed in "fost-adopt" during that time there is a six to nine month waiting period until the adoption is finalized. The probability that the adoption will not take place will depend of the **levels of certainty** that will be disclosed before the placement ever takes place.

How do you define "LEVELS OF CERTAINTY?"

In some cases, dependent children have been freed permanently, from parental custody while in other cases, the termination of parental rights process has not yet begun. To help potential adoptive parents understand what legal issues they might be facing by accepting the placement of dependent children who are not yet freed for adoption, the County has developed a ranking of typical case scenarios called *levels of certainty*.

LEVELS OF CERTAINTY

- LEVEL 1** The child is legally and completely freed for adoption, the highest level of certainty.
- LEVEL 2** The Social Services Agency is recommending no reunification service for the parents and child. Either the Juvenile Court has not yet made a decision or the termination of Parental Right Hearing has not been set and it appears likely that right will be terminated.
- LEVEL 3** Family reunification services have been ordered for six, but it is quite unlikely that the parents will comply with a court-ordered case plan that addresses the problems that must be resolved before their child can be returned to them.



LEVEL 4 The child and family may receive Family Reunification services for up to eighteen months even though there is a poor prognosis for reunification. That case scenario compromises the lowest level of certainty.

It should be noted that the youngest children available for adoption, including infants, usually are found in Levels of Certainty 2, 3 and 4.

The waiting process has been a difficult process for some families. You have put time and effort into classes, paper work and disclosing various private information about you and your family. What is happening to your paper work?

WHAT SHOULD I DO WHILE I WAIT, WHEN DO I RECEIVE A PHONE CALL, WHAT HAPPENS NEXT???

Various agencies across California contact LFI everyday with dozens of profiles of an array of children with different situations, ages and levels of certainties. LFI attempts to conduct a match on various factors and at times this process can take time. However, when you do receive the phone call, expect to know extensively the child's background, receive a picture and a profile. If you would agree, you would then be asked come to LFI's office and learn more about the child/children and we designate a meeting with you and the child if you choose to.

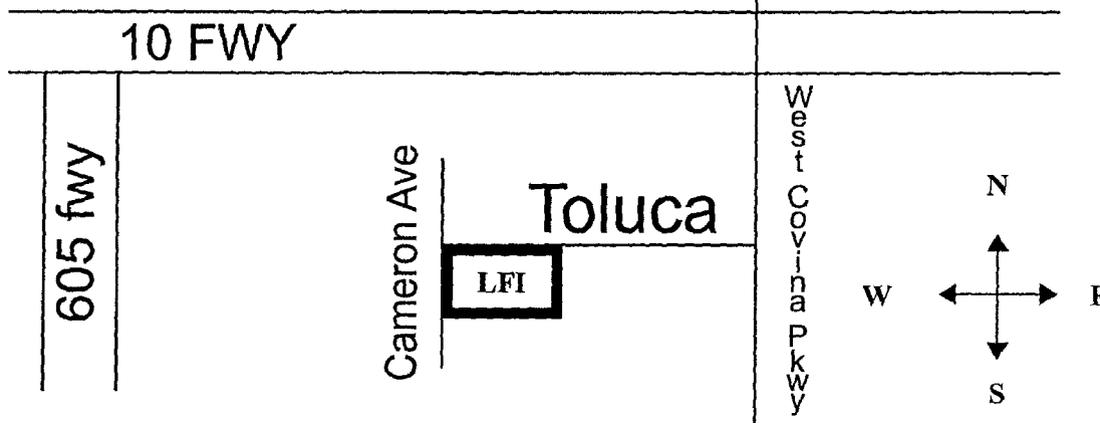
LFI thanks you for choosing us in your adoption and foster care service. We strive to make this part of your life as comfortable and impressionable as possible. We are here Mon-Fri. 8-5 p.m. to answer any application questions you might have that we may not have been answered in this guide, just call us at (626) 472-0123 ext. 206.



Latino Family Institute Presents
**ADOPTION & FOSTER CARE
INFORMATION DAY**

Saturday May 11, 2002

10:00 AM



Latino Family Institute
1501 West Cameron Ave. Suite #240
West Covina, CA. 91790
(626) 472-0123
www.latinoadoptions.com

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Latino Family Institute

Adoption and Foster Care Information Day

March 26, 2003

www.latinoadoptions.com

I. Welcome

A. Introduction

B. History

- 1. What is Latino Family Institute (LFI)**
- 2. Our purpose/goal**
- 3. Who does LFI service?**
- 4. What areas does LFI service?**

II. Foster Care (FC) Adoption (AD) Program

Foster Care temporary care of children in need of shelter

Adoption permanency in a placement of a child

- ❖ **121,000 children are placed in adoption and foster care system ever year**
- ❖ **Majority of children are victims of neglect**
- ❖ **60,000 of these children reside in Los Angeles County**
- ❖ **60-80% of all children in the system are born drug/alcohol exposed**
- ❖ **34% of children in the system are Latino Children**
- ❖ **Majority of children come in sibling sets**
- ❖ **Average age is nine**
- ❖ **Average gender boys**

III. Responsibilities of FC parents

- A. Assist with family reunification**
- B. Transport the children to appointments and visits**
- C. Be up to date with the children's education, mental and physical health**
- D. Maintain personal items in good condition**
- E. Discipline the children without use of corporal punishment**
- F. Maintain contact with social worker**
- G. Report special incidents or accidents to agency**
- H. Attend all meetings**

IV. Steps to become FC or AD parents (Please see flow sheet)

- A. Orientation**
- B. Family Interest Form**
- C. Documentation**

- D. Pre-certification
- E. Training
- F. Comply with state & agency requirements

V. Agency Requirements

- A. Application
- B. Emergency Caregiver
- C. Fingerprints
- C. Marriage certificate (adoption only, if applicable)
- D. Health screening, including TB test
- E. Employment Verification
- F. Copy of CA drivers license & proof of insurance
- G. Copy of auto registration
- H. DMV report
- I. Copy of pet license and immunizations
- J. M.A.P.P. training
- K. CPR/1st Aid
- L. Home study
- M. Home inspection

VI. State Requirements

- A. 2 children per bedroom of same sex (within 5 years of each others age)
- B. 6 children per home, including your own

Briefly mention; other safety requirements will be covered during the home inspection.

No bars on windows (or have emergency clamp)
Adequate ventilation and lighting
Smoke detectors
Clean conditions
Bedrooms with basic amenities
Outlet protectors
Fire extinguisher (type ABC)
Pets
Storage of medicine & sharp objects

VII. Compensation for FC parents

- A. Monthly stipend
- B. MediCal/Dental
- C. Personal gratification

VIII. Closing



LATINO FAMILY INSTITUTE

1501 W. Cameron Ave. Suite 240

West Covina, CA 91790

(626) 472-0123

ADOPTION FAMILY INTEREST FORM

Date of Orientation

NAME: _____
 ADDRESS: _____ Zip Code: _____
 PHONE #: _____ COUNTY OF RESIDENCE: _____

Parent Relationship: Single Married Divorced Separated
 Parent D.O.B.: MALE: _____ FEMALE: _____

Religious Affiliation/Philosophical Orientation: _____

Have you or anyone in your home ever been arrested: YES NO

Ethnicity: Anglo Latino African American Native American Other: _____

Language(s) spoken by family: English Spanish Other: _____

Information on children living in home

Sib#	Date of Birth	Sex
1	_____	_____
2	_____	_____
3	_____	_____
4	_____	_____

FAMILY WILLING TO ACCEPT

(Please mark each box "Y" (Yes) "N" (No) or "W" (Willing to discuss))

Male <input type="checkbox"/>	Female <input type="checkbox"/>	Age (range) : ____ - ____	Siblings? <input type="checkbox"/>	How Many: _____
Ethnicity: Anglo <input type="checkbox"/> African American <input type="checkbox"/> Latino <input type="checkbox"/> Other: _____				
Positive toxicology at birth: <input type="checkbox"/>	Contact with children's siblings: <input type="checkbox"/>			
Symptoms of drug exposure: <input type="checkbox"/>	Contact with children's family: <input type="checkbox"/>			
Fetal Alcohol Syndrome: <input type="checkbox"/>	Are you willing to accept a child with family history of mental health problems? <input type="checkbox"/>			
Fetal Alcohol Syndrome Features <input type="checkbox"/>	Medical problems <input type="checkbox"/>			
Attention Deficient Hyperactivity Disorder (ADHD): <input type="checkbox"/>	Emotional/behavioral problems: <input type="checkbox"/>			
Developmental Delays: <input type="checkbox"/>	Please Note:			
Learning disabilities: <input type="checkbox"/>	You will be required by the county to provide all life saving procedures including blood transfusions for any child placed with you.			
Sexual Abuse: <input type="checkbox"/>	(PLACE INITIALS)			
Sexual acting out: <input type="checkbox"/>	_____			
Level of Certainty (please see handout) 1 2 3 4	_____			

NOTES: _____



LATINO FAMILY INSTITUTE

1501 W. Cameron Ave. Suite 240
West Covina, CA. 91790
(626) 472-0123

Forma De Interés Familiar

Día de Orientación

NOMBRE: _____

DIRECCION: _____

#TELEFONO: _____ CONDADO DE RESIDENCIA: _____

Estatus Marital: Soltero(a) Casado(a) Viven Juntos
Fecha de Nacimiento: PADRE: _____ MADRE: _____
Religión: _____

Raza: Latino De Que País: _____

Idioma(s) que su familia habla: Español Ingles Otra: _____

# de niños(as)	Información de niños en casa presentemente Fecha de Nacimiento	Sexo
1	_____	_____
2	_____	_____
3	_____	_____
4	_____	_____

<i>Por Favor Circule uno</i>	
Adopción	Crianza
Niño <input type="checkbox"/> Niña <input type="checkbox"/> Edades: _____	Hermanitos <input type="checkbox"/> Cuantos: _____
Adopción Solamente	Problemas Médicos <input type="checkbox"/>
FAMILIA ESTA DISPUESTAS A ACEPTAR	Problemas Emocionales O de Comportamiento: <input type="checkbox"/>
(Favor de marcar "S" (Si) "N" (No) o "P" (Podemos Discutir))	Historia Familiar de problemas Psicológicos:
Mas información sobre los definiciones atrás de la forma	Uno de los padres <input type="checkbox"/> Los dos padres <input type="checkbox"/>
Examen Positivo (Drogas) al nacer: <input type="checkbox"/>	Historia Familiar de Esquizofrenia:
Síntomas de drogas al nacer: <input type="checkbox"/>	Uno de los padres <input type="checkbox"/> Los dos padres <input type="checkbox"/>
Síndrome de Alcohol <input type="checkbox"/>	Historia Familiar de Bipolar:
Señales de Síndrome de Alcohol <input type="checkbox"/>	Uno de los padres <input type="checkbox"/> Los dos padres <input type="checkbox"/>
ADHD: <input type="checkbox"/>	Historia Familiar de Retardación Mental:
Retrasos de Desarrollo: <input type="checkbox"/>	Uno de los padres <input type="checkbox"/> Los dos padres <input type="checkbox"/>
Problemas de Aprendizajes: <input type="checkbox"/>	Por favor note:
Abuso Sexual: <input type="checkbox"/>	Usted será requerido por el condado de proveer cualquier procedimiento medico para el niño(a) esto incluye transfusión de sangre para cualquier niño que sea asignado en su hogar. Acepto estas condiciones.
Comportamiento Sexual: <input type="checkbox"/>	(Firme sus Iniciales)
Contacto Familiar Con:	_____
Hermanos(as): <input type="checkbox"/> Familia biológica: <input type="checkbox"/>	_____
Nivel de Riesgo 1 2 3 4	
Legalmente "no libres": <input type="checkbox"/>	

NOTAS: _____



LATINO FAMILY INSTITUTE

1501 W. Cameron Ave. Suite 240

West Covina, CA 91790

(626) 472-0123

FOSTER CARE FAMILY INTEREST FORM

Date of Orientation

NAME: _____
 ADDRESS: _____ Zip Code: _____
 PHONE #: _____ COUNTY OF RESIDENCE: _____

Parent Relationship: Single Married Divorced Separated

Parent D.O.B.: MALE: _____ FEMALE: _____

Religious Affiliation/Philosophical Orientation: _____

Have you or anyone in your home ever been arrested?: YES NO

Ethnicity: Anglo Latino African American Native American Other: _____

Language(s) spoken by family: English Spanish Other: _____

Information on children living in home

Sib#	Date of Birth	Sex
1	_____	_____
2	_____	_____
3	_____	_____
4	_____	_____

FAMILY WILLING TO ACCEPT

(Please mark each box "Y" (Yes) "N" (No) or "W" (Willing to discuss))

Male <input type="checkbox"/>	Female <input type="checkbox"/>	Age (range): _____ - _____	Siblings? <input type="checkbox"/>	How Many: _____
Ethnicity: Anglo <input type="checkbox"/> African American <input type="checkbox"/> Latino <input type="checkbox"/> Other: _____				
Attention Deficit Hyperactivity Disorder (ADHD): <input type="checkbox"/>	Contact with children's siblings: <input type="checkbox"/>			
Developmental Delays: <input type="checkbox"/>	Contact with children's family: <input type="checkbox"/>			
Learning disabilities: <input type="checkbox"/>	Are you willing to accept a child with family history of mental health problems? <input type="checkbox"/>			
Sexual Abuse: <input type="checkbox"/>	Medical problems: <input type="checkbox"/>			
Sexual acting out: <input type="checkbox"/>	Emotional/behavioral problems: <input type="checkbox"/>			
Please Note: You will be required by the county to provide all life saving procedures including blood transfusions for any child placed with you.				
(PLACE INITIALS) _____				

NOTES: _____



LATINO FAMILY INSTITUTE

1501 W. Cameron Ave. Suite 240

West Covina, CA. 91790

(626) 472-0123

Forma De Interés Crianza Familiar

Día de Orientación

NOMBRE: _____

DIRECCION: _____

#TELEFONO: _____ CONDADO DE RESIDENCIA: _____

Estatus Marital: Soltero(a) Casado(a) Viven Juntos
Fecha de Nacimiento: PADRE: _____ MADRE: _____
Religión: _____

Raza: Latino De Que País: _____

Idioma(s) que su familia habla: Español Ingles Otra: _____

# de niños(as)	Información de niños en casa presentemente	
	Fecha de Nacimiento	Sexo
1	_____	_____
2	_____	_____
3	_____	_____
4	_____	_____

Por Favor Circule uno
Adopción Crianza

Niño Niña Edades: _____ Hermanitos Cuantos: _____

FAMILIA ESTA DISPUESTAS A
ACEPTAR
(Favor de marcar "S" (Si) "N" (No) o
"P" (Podemos Discutir)

Sintomas de drogas al nacer:
ADHD:
Retrasos de Desarrollo:
Abuso Sexual:
Comportamiento Sexual:

Problemas de Aprendizajes:
Contacto con familiares del niño/a
Problemas Médicos
Problemas Emocionales O de Comportamiento:

Por favor note:
Usted será requerido por el condado de proveer cualquier procedimiento medico para el niño(a) esto incluye
transfusión de sangre para cualquier niño que sea asignado en su hogar. Acepto estas condiciones.

(Firme sus Iniciales)

NOTAS: _____



Latino Family Institute

LFI CERTIFICATION HOME INSPECTIONS GUIDLINES

State Requirements:

2 children per bedroom of same sex
6 children per home, including your own.

No bars on windows (or have emergency clamp)

Adequate ventilation and lighting

Smoke detectors

Trash cans must have covers

Food in refrigerator must not be exposed

Clean conditions (clean and safe home)

Bedrooms with basic amenities

Outlet protectors

Fire extinguisher (type ABC)

Pets (Vaccinations must be on file)

Storage of medicine & sharp objects

LFI INSPECCIÓN DE CASA

Requisitos estatales:

2 niños por recamara del mismo sexo

6 niños por casa, incluyendo su propio

No barras en las ventanas (que no tenga escape de emergencia)

Ventilación adecuado y iluminación

Detectores de humo (sala y pasillo)

Comida en el refrigerador tiene que estar cubierta

Botes de basura necesitan tapadera

Higiene (Casa limpio y sana)

Recamaras con comodidades básicas

Protectores de enchufes de corriente

Extintor de incendios (tipo ABC)

Animales domésticos (Todas vacunas entregados)

Almacenamiento de medicina y los objetos afilados



LFI ADOPTION PROCESS

APPLICATION
Fingerprints x2
TB/Health test

**MAPP
TRAINING**

Process of Matching

- Family will be invited to Family Night, Matching Party and other county programs that facilitate presentation of available children.
- Upon match, LFI makes phone calls to SW regarding child's history.
- LFI shares information to the family regarding the child's social, medical, developmental/educational and legal history.
- Formal presentation made to family by county SW and LFI representative at county offices.
- Family/County Approves match.

Placement Steps

1. Initial visit with the child at the FC home assisted by county SW and LFI representative.
2. Family gradually is introduced to child. Family takes child(ren) to park, McDonald's etc. and eventually spends time at family's home.
3. Official placement of child into family home depends on child's age, length of FC placement and SW/LFI recommendation.
4. LFI will monitor family's adjustment a minimum of 6 months and/or until child is legally freed.

Assign Homestudy

- SW has 2 visits with family. (All family members living at home must be interviewed.)
- SW has 45 to 60 days to write HS.
- Administration has 2 weeks to read and approve homestudy.
- Upon approval, LFI will send family approval letter.
- Administration places approved family on HS flow sheet and sends copies of HS to counties.

Inspection

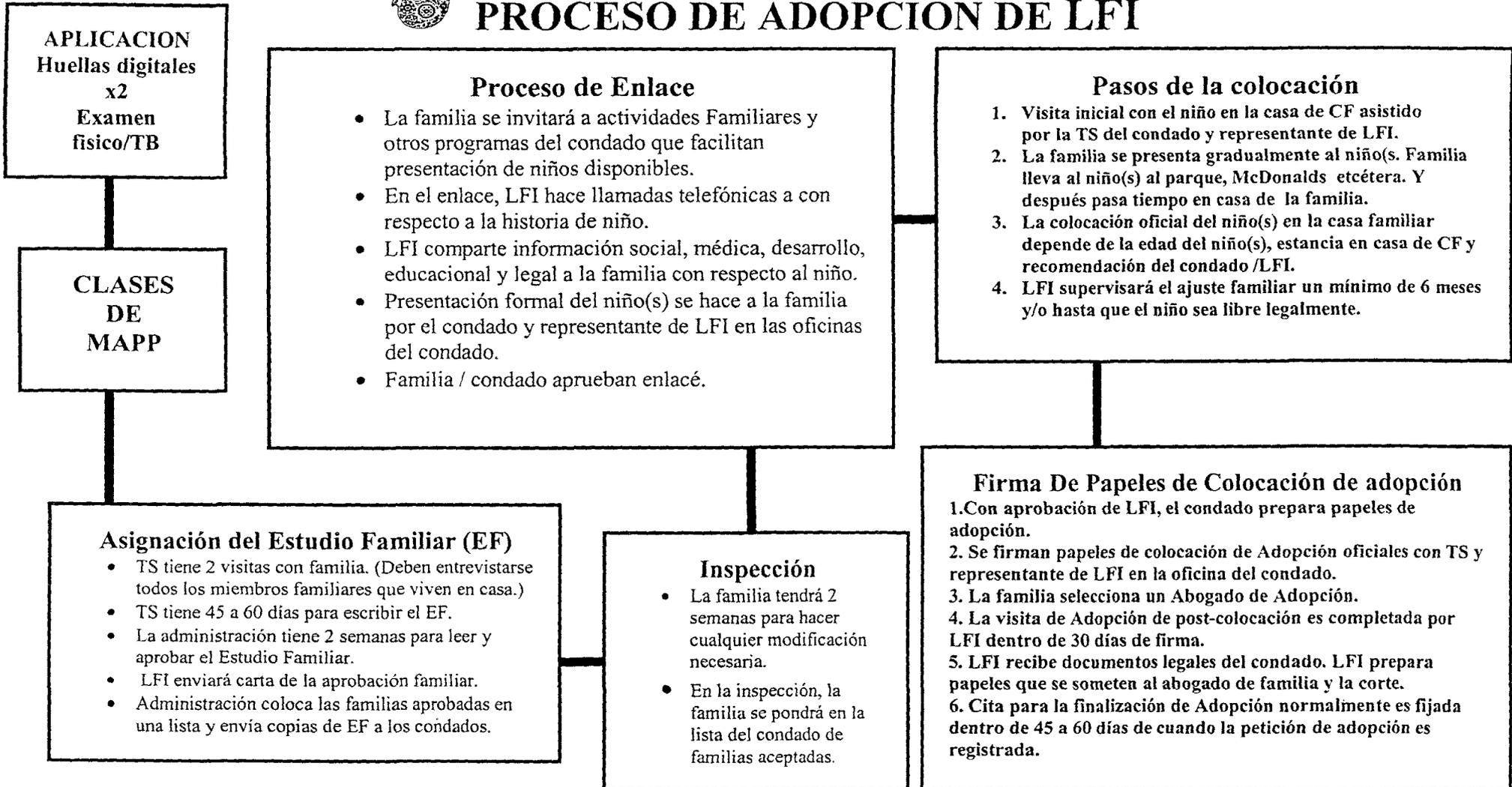
- Family will have 2 weeks to make any necessary modifications.
- Upon inspection, family will be placed on county list of approved families.

Adoption Placement Papers Signed

1. With LFI approval, county prepares adoption papers.
2. Official Adoption placement papers are signed with SW and LFI representative at the county office.
3. Family selects Adoption Attorney.
4. Post-placement Adoption visit is completed by LFI SW within 30 days of signing.
5. LFI receives legal documents from county. LFI prepares paperwork that is submitted to family's attorney and court.
6. Hearing for Adoption finalization is set usually within 45 to 60 days of filing adoption petition.



PROCESO DE ADOPCIÓN DE LFI





Latino Family Institute
Concurrent Planning Family Criteria

LEVELS OF CERTAINTY

Determination of Levels of Certainty

In some cases, dependent children have been freed permanently from parental custody while, in other cases, the termination of parental rights process has not yet begun. To help potential adoptive parents understand what legal issues they might be facing by accepting the placement of dependent children who are not yet freed for adoption, the Agency has developed a ranking of typical case scenarios called Levels of Certainty.

Description of Levels of Certainty

Four major have been identified. Any adoptive families who wish to have a child placed with them must have an adoptive home study and a valid foster care license, except Level I.

Level I The child is legally freed for adoption, the highest level of certainty of certainty.

Level II The Social Service Agency is recommending no reunification services for the parents and child. Either the Juvenile Court systems has not yet made a decision or the termination of Parental Rights Hearing has been set and it appears likely that rights will be terminated.

Level III Family Reunification services have been ordered for six months, but it is quite unlikely that the parents will comply with a court-ordered case plan that addresses the problems that must be resolved before their child can be returned to them.

Level IV The child and family may receive Family Reunification services up to eighteen months even though there is a poor prognosis for reunification. That case scenario compromises the lowest level of certainty.

It should be noted that the youngest children available for adoption, including infants, usually are found in Levels of Certainty II, III and III.



Latino Family Institute
**Criterio Para Familias de
Planificación Concurrente**

NIVELES de CERTEZA

Determinación de Niveles de Certeza

En algunos casos, niños dependientes de la Corte Juvenil Niveles de Certeza son libres permanentemente de la custodia de sus padres. En otros casos, el proceso para terminar los derechos de los padres todavía no ha comenzado. Para que los padres potenciales de adopción entiendan las cuestiones legales que se les confrontaran al aceptar la ubicación de niños que todavía no son libres para adopción, la agencia ha puesto en orden unos ejemplos de casos típicos en lo que se llaman **niveles de certeza**.

Descripciones de Niveles de Certeza

Cuatro niveles mayores de certeza han sido identificados. Cualquier familia adoptiva que desee tener un niño ubicado con ellos, tiene que tener un estudio del hogar y una licencia valida para cuidado de crianza, con la excepción del **Nivel I**. Los niveles consisten de lo siguiente:

- Nivel I** El niño es librado completamente y legalmente para adopción, el nivel mas alto de certeza.
- Nivel II** La Agencia de Servicios Sociales no recomienda ningún servicio de reunificación para los padres y el niño. La Corte Juvenil todavía no ha hecho la decisión la audiencia para terminar los derechos de los padres no ha sido programada, y parece que los derechos se terminaran.
- Nivel III** Servicios de Reunificación Familiar han sido ordenados por seis meses pero no es probable que los padres cumplan con el plan de caso ordenado por la Corte, lo cual se dirige a los problemas que tienen que ser resueltos antes que el niño pueda regresar a ellos.
- Nivel IV** Puede que el niño y los padres reciban servicios de Reunificación Familiar hasta los 18 meses aunque haya mal pronostico para la reunificación. Este tipo de caso representa el nivel mas bajo de certeza.

Por favor noten que los niños que están disponibles para adopción incluyendo infante, muchas veces se encuentran en niveles de certeza II, III y IV.

Latino Family Institute
Application process Flow-sheet

Intake/Orientation

- Initial phone call
- Trip to agency learn about LFI programs & requirements

LFI Family Interest Form

Form designed to assess whether a family qualifies.

Factors that can keep an applicant from participating include:

- Family wanting infant only
- Family not willing to consider drug/alcohol exposed child
- Refusing a blood transfusion for child
- Extensive Criminal Record

Application Packet #1

- Adoption/Foster Care Application
- Criminal Record Statement (form)
- LFI Release of information (form)
- LFI Release of information to other agencies (form)
- Copy of Driver's License or valid California ID

Application Packet #2

- Fingerprints/DOJ Clearances (Adoption must conduct two separate fingerprints)
 - Physical Exam Form (TB Test)
 - Vehicle Inspection
 - Copy of current auto insurance & vehicle registration
 - DMV Report
 - Letters of reference (3 for Foster Care, 4 for Adoptions)
- Children in home**
- ❖ School Adjustment Form
 - ❖ Copy of immunization records
 - ❖ Physical Exam
- Emergency Caregiver**
- ECG – Agreement Form
 - Valid CA I.D. or Driver's License
 - Physical Exam (TB Test)
 - Vehicle Inspection
 - Copy of current auto insurance & vehicle registration
 - DMV Report

MAPP CLASSES

Model Approach to
Partnership & Parenting

- Classes in English and Spanish
- 5 classes total
- Saturdays classes (9-3pm)

FIRST AID & CPR

For all applicants and Emergency caregivers

HOMESTUDY

- An extensive report regarding family dynamics, history and the children they would like to adopt/foster.
- SW has at least 2 visits with family. (All family members living at home must be interviewed)
- SW has 60 days to complete

HOME INSPECTION

State Requirements:

- 2 children per bedroom of same sex
- 6 children per home, including your own.

No bars on windows (or have emergency clamp)

Adequate ventilation and lighting

Smoke detectors

Trash cans must have covers

Food in refrigerator must not be exposed

Clean conditions (clean and safe home)

Bedrooms with basic amenities

Outlet protectors

Fire extinguisher (type ABC)

Pets (Vaccinations must be on file)

Storage of medicine & sharp objects

**LATINO FAMILY INSTITUTE
CHECKLIST FOR ADOPTIVE AND FOSTER CARE APPLICANTS**

FAMILY/FAMILIA: _____ CASE#: _____

- Family Interest Form _____
- Application _____
- LFI Release of Information _____
- Criminal Record Statement _____
- Employment Verification _____
- TB Test/Physical _____
- CA ID/Driver's License _____
- DMV Report _____
- Auto Insurance _____
- Fingerprints _____

Please Note: The above must be turned in order to expedite the certification process and MAPP certificate.

Por Favor Nota: Necesita entregar todos sus documentos para aceleran el proceso de el certificación y recibir su certificado de MAPP.

Emergency Caregiver Information

- Emergency Caregiver Agreement _____
- Driver's License _____
- Copy of Insurance _____
- Fingerprints (Livescan) _____

FOR IMMEDIATE RELEASE

Latino Family Institute, Oskar Toruno, Contact Phone Number (626) 472-1023 ext.212

**After Six years of Foster Care, Three Young Siblings Are Adopted:
Siblings Need Adoptive Homes**

SOUTH CENTRAL LOS ANGELES, CALIFORNIA - (November 14, 2003) Many families who are considering adoption are reluctant to adopt sibling sets, fearing that sibs come with excess emotional and psychological baggage. Adoptive mother Maria Sevillano knows better. After having three siblings placed in her home in the foster care system six years ago, Maria Sevillano will now be adopting three children, 6-year-old Jessie, 7-year-old brother Christopher and older sister 8-year-old Desiree.

“Many people have the misconception that adopting siblings is more difficult,” said Sevillano. “I am so happy about the adoption, I couldn’t love them more.”

According to the Adoption and Foster Care Analysis and Reporting System (AFCARS), 32 percent of the more than 126,000 children are waiting to be adopted. Sibling sets are classified as children with special needs because they are typically more difficult for public and private adoption agencies to place. For many older children, age is the only factor that has delayed their adoption.

“At Latino Family Institute, the majority of adoptions that we have facilitated are those of sibling sets,” said Maria Quintanilla, Executive Director. “Many of the parents who adopted sibling sets are surprised how fast they have bonded with so many children in one time.”

According to Ms. Quintanilla, the greatest advantage to adopting siblings is the ability to make a lifelong impact. “When you adopt siblings, you reduce children’s losses, there are too many cases in which many of these children are separated from each other and we are trying to avoid that kind of tragedy.”

For more information about adopting sib sets or Latino Family Institute, call (800) 294-9161.

Since 1989, Latino Family Institute has provided adoption and foster care services to families in Los Angeles and Orange County. Latino Family Institute also offers supportive services that include Kinship and Foster Care. For more information, call Oskar Toruno, Public Relations/Recruiter (626) 472-0123 ext. 212.

PRESS RELEASE

Contact Person Oskar Toruno
Public Relations
(800) 376-8858 ext. 212

FOR IMMEDIATE RELEASE

January 12, 2000

LATINO FAMILY INSTITUTE AWARDED FEDERAL GRANT

The U.S. Department of Health and Human Services (Administration for Children and Families) has awarded the Latino Family Institute with a three-year Federal grant. The grant will allow LFI to recruit qualified families to adopt or foster Latino siblings sets, boys and children from ages of ten and up who reside in the State of California.

Latino children comprise of 36.7 percent of the children placed in foster or adoption care. Over the past year, the number of Latino children placed in foster and adoption care has continued to rise. Currently, there are 2,000 Latino children, with 800 being age 10 and above who are waiting for adoptive or foster placements and the new grant is specifically targeted to fulfill those needs.

Latino Family Institute serves the cities of Los Angeles, Orange, Riverside, and San Bernardino counties. LFI is a non-profit recruitment agency that specializes in foster care and adoption. LFI provides it's services in English and Spanish and charges no fees.



Latino Family Institute

RESOURCE SHEET

Latino Family Institute—24 hrs.

Any family emergency (injury, hospitalization and crisis).....800 294-9161 ext.0

Info Line of Los Angeles

Information regarding local community services and public programs:

Los Angeles.....	(323) 686-0950
West Los Angeles.....	(310) 551-2929
Airport Area.....	(310) 671-7464
South Bay/Long Beach.....	(310) 603-8962
San Gabriel Valley.....	(626) 350-6833
Burbank/Glendale Area.....	(818) 956-1100
San Fernando Valley.....	(818) 501-4447
L.A. County Areas.....	(800) 339-6993

Child Abuse Hotline

L.A. County residents can call 24 hours a day, 7 days a week Hotline that accepts reports of child abuse, offers crisis counseling and refers callers to local agencies for info and services.

L.A. County.....(800) 272-6699

Poison Control

24 hour hotline for immediate access in handling poisonings and drug emergencies. (800) 876-4766

Drug & Alcohol Abuse Info/Ref

National Institute on Drug and Alcohol abuse referral center.....(800) 378-4435

Domestic Violence Hotline

24 hour hotline, referral line for counseling, support and legal services.....(800) 548-2722

Suicide Hotlines

24 hour hotline for all types of crisis including suicide.....(310) 391-1253

Teen Line

Teen to Teen hotline that provides referrals to community agencies 6 pm-10 pm....(800) 852-8336

We Tip Crime Hotline

24 hours anonymous hotline on reporting major crime (drug traffic, arson, murder, rape, fraud, ect.)
And the information is passed to law enforcement agencies. Callers remain anonymous.

(800) 782-7463

Command Post.....(213) 639-4487

Red Cross.....(800) 627-7000



Resources/Recursos

Counselors/Consejeros

Community Agencies/
Agencias Comunitarias

Social Workers/

Trabajadores Sociales

Parks & Recreation/
Parques y Recreacion

School/Escuela

Priests, Ministers/
Sacerdotes, Ministros

Doctor

Tutor

Police/Policia

YMCA/YWCA

Teachers/Maestras,
Maestros

Support Groups/Grupos
de Apoyo

Church/Iglesia

Help Line/Linea de
Ayuda

Nurse/Enfermeras

Workshops/Talleres





COPY POINTS

Latino Family Institute

April 9, 2001

Project: Recruit families for Latino Children

Latino Family Institute (LFI), is a non-profit adoption and foster care recruitment agency serving the counties of Los Angeles, Orange, Riverside and San Bernardino.

LFI believes that every child deserves a loving family. They deserve the love, attention and guidance of a nurturing mother and father. Our goal is to recruit Latino families who are interested in becoming adoptive or foster care parents of Latino children. The culturally sensitive services we provide are *free of charge*.

LFI has been around since 1989 providing post and pre-adoption services, effective culturally sensitive services to families interested in the adoption or Foster Care of Latino children.

Currently, we have infants, boys 8 years and older and sibling sets all Latino children who need the love and attention of a nurturing family.

For more information on adoption or foster care call (800) 294-9161 ext. 212 or log onto www.latinoadoptions.com



COPY POINTS

Latino Family Institute

April 9, 2001

Project: Targeted Recruitment Ricky and Rey

Latino Family Institute would like to introduce two very special children, *Ricky and Rey*.

Ricky is a handsome eleven-year-old Hispanic boy with brown eyes and an olive complexion. He is a likeable, engaging young boy who would really like to have a permanent family. Ricky enjoys most typical boy activities such as soccer, basketball, Tae Kwan Do, video games and riding his scooter and skateboard. When he grows up, Ricky's goal is to be an emergency room doctor.

Rey is a bright, energetic nine-year-old Latino boy. Rey is in good health and loves to learn when in a stimulating academic environment. He interacts well with his peers and adults. He can be very sweet and loving and enjoys many age appropriate activities such as swimming, video games, sports, etc.

Ricky and Rey are two boys who deserve loving, stable homes.

If you are interested in adopting "Ricky or Rey" please call Latino Family Institute at (800) 294-9161 ext. 212

For more information on adopting other Latino children please call LFI at (800) 294-9161 ext. 212 or log onto www.latinoadoptions.com

Meet Reynaldo

**IBP
LATINO FAMILY DIVISION
1501 WEST CAMERON
AVE. SUITE 240
WEST COVINA, CA. 91790**



Rey is a bright, energetic nine year old Latino boy. Rey is in good health and loves to learn when in a stimulating academic environment. He interacts well with his peers and adults. He can be very sweet and loving and enjoys many age appropriate activities such as swimming, video games, sport, ect. Rey has suffered from significant losses in his young life. He is currently receiving therapeutic treatment to address his issue of grief and loss.

Reynaldo need stability and love from a family committed to meeting his special needs.

**IF YOU ARE INTRESTED IN ADOPTING
REYNALDO PLEASE CALL (800) 294-9161 ext. 212**

The following document is not intended for media purposes. This document is for recruitment use only.

AVAILABLE FOR ADOPTION



Rey

Rey is a bright, energetic nine-year-old Latino boy.

Rey is in good health and loves to learn when in a stimulating academic environment. He interacts well with his peers and adults.

He can be very sweet and loving and enjoys many age appropriate activities such as swimming, video games, sports, etc.

Ricky



Ricky is a handsome eleven-year-old Hispanic boy with brown eyes and an olive complexion. He is a likeable, engaging young boy who would really like to have a permanent family. *Ricky* enjoys most typical boy activities such as soccer, basketball, Tae Kwan Do, video games and riding his scooter and skateboard. When he grows up, *Ricky's* goal is to be an emergency room doctor.

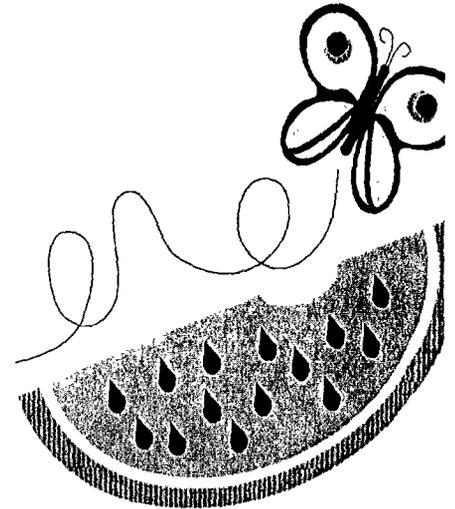


If you are interested in adopting one of these two boy's, please call LFI

(800) 294-9161 ext. 212

www.latinoadoptions.com

Saturday June 28, 2003
Latino Family Institute's
1st Annual
Family Picnic & Family Festival
Sabado, 28 de Junio de 2003
Latino Family Institute
Festival Familiar
Y Dia de Campo



Have an adoption story you would love to share?

Latino Family Institute is looking for adoption families to share their story to the public. Participating families will be visited by media outlets either in English and Spanish representing radio, television and newspapers. If you would like to participate please fill out the bottom part with your information below and turn it in to Oskar Toruno.

Tiene una historia de adopcion que quisiera contarnos?

Latino Family Institute esta buscando familias adoptivas que quieran compartir su historia con el publico. Familias participando serán visitadas por medios de comunicación en Ingles y/u Español representando radio, televisión, y periodic. Si le gustaría participar por favor complete el formulario de bajo y entregué.

NAME/NOMBRE: _____

ADDRESS/DIRECCION: _____

PHONE NUMBER/NUMERO DE TELEFONO: _____

What language do you feel more comfortable with: (CIRCLE ONE OR BOTH) **ENGLISH** **SPANISH**
 Que idioma sera mas comodo para usted: (circule uno o dos) **INGLES** **ESPAÑOL**

Name and age of children in home:
 Nombre y edad de los ninos en el hogar:

Which of the following do you have experience in: (CIRCLE ONE OR ALL)
 Cual de los siguientes a experimentado: (circule uno o dos)
ADOPTION /ADOPCION **FOSTER CARE/CRianza** **KINSHIP ADOPTION/ADOPCION A UN FAMILIAR**

LFI Family Training

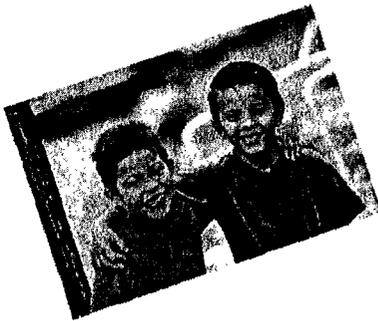
Saturday March 29, 2003

10:00 AM - 3:00 PM

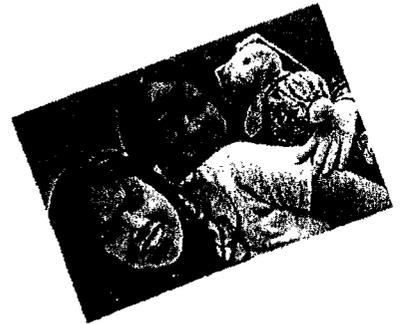
El Mariachi Restaurant

650 North Tustin Orange, CA. 92867

Arts and Crafts



Prizes/Premios



Food/Comida

Face Painting

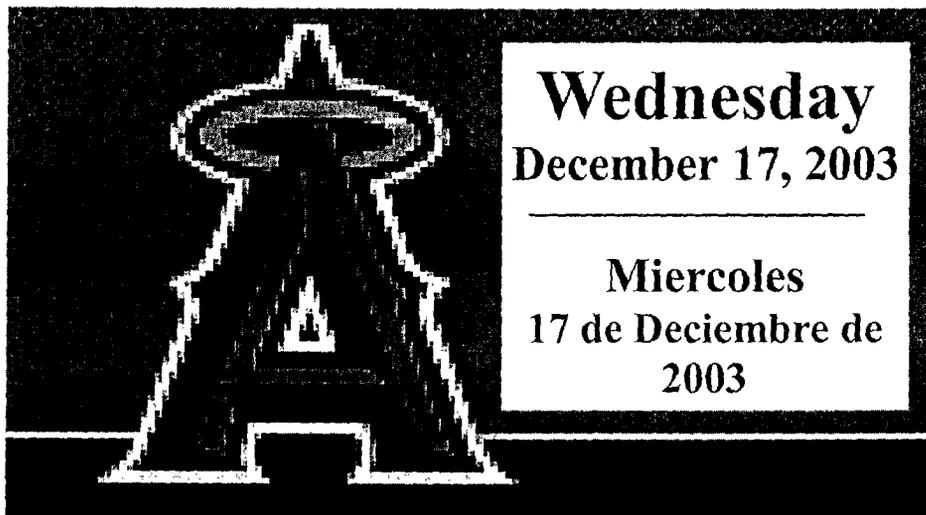


Please take any alternative route to the **91 Freeway**, to the **55 Freeway** going south. Please exit **Katella** and make a right. On **Tustin** please make a left and a couple of blocks down you will see the **Mariachi Restaruant on your right hand side.** (before McDonald's)

Por favor tome el **Freeway 91** al **Freeway 55** sur. La salida es **Katella**, a la derecha. Llegando a calle **Tustin** haga una izquierda. **Mariachi Restaruant** va estar en su lado derecha. (antes de McDonald's)

SAVE THE DATE

GUARDE LA FECHA



All LFI children are invited to a Christmas celebration with the **Anaheim Angels**.

To confirm please call
(800)294-9161 ext. 212.



Todos los niños de LFI estan invitados a una celebracion Navideña con los **Angelitos de Anaheim**.

Para confirmar por favor llame al (800) 294-9161 ext. 212.

**Latino Kinship
Family Day
June 8, 2002**

**Día Del Pariente
Adoptivo
8 de Junio de
2002**



LFI is pleased to invite you to a day of celebrating family connections. We will have activities, entertainment, lots of information and food. This event is **FREE TO ALL FAMILIES!**

"LFI's Family Activity Day," will take place at Plaza Garibaldi 500 North Brookhurst Anaheim, CA.
Time : 10:00 AM—2:00 PM
Saturday, June 8, 2002

Latino Family Institute tiene el placer de invitarlos a un día familiar lleno de información, actividades y enlaces familiares. El evento es **GRATUITO PARA TODAS LAS FAMILIAS.**

Nuestro primer evento, "LFI's Día del Pariente Adoptivo" será el **Sábado, 8 de Junio** a las **10:00 AM -2PM** en el **Restaurante la Plaza Garibaldi 500 North Brookhurst Anaheim, CA. 92801**

Call to Confirm

**SPACE IS LIMITED SO PLEASE CALL BEFORE
JUNE 3, 2002 to CONFIRM:
(626) 472-0123 ext. 0**

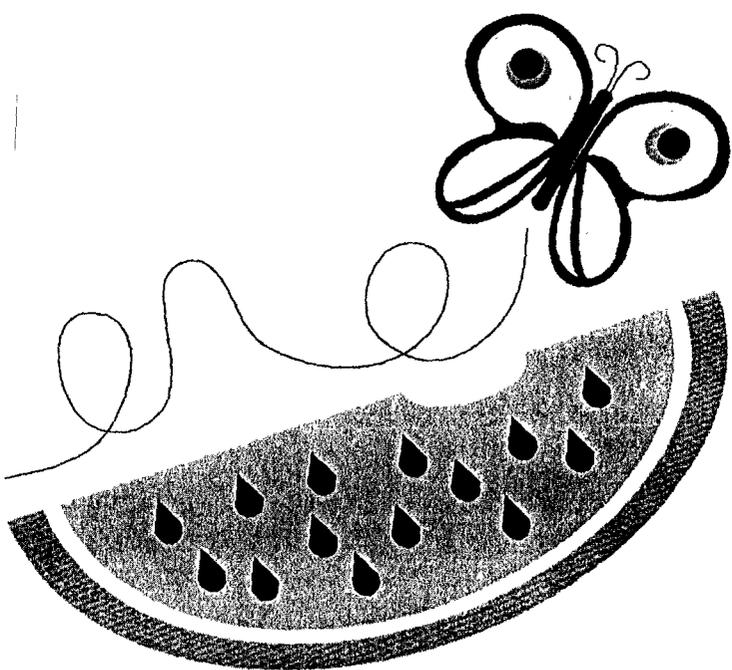
Llame para Confirmar

**ESPACIO ESTA LIMITADO, POR FAVOR LLAMEN
ANTES DE 3 de JUNIO PARA CONFIRMAR:
(626) 472-0123 ext. 0**

Take any alternative route to the 5 FWY and exit Brookhurst. Go South on Brookhurst (two blocks) on your left hand side.

Tome Freeway numero 5, la salida es Brookurst. Maneje sur en la Calle Brookhurst (dos calles) a su mano izquierda.

For Specific Directions/Para direcciones con mas detalles: www.plaza-garibaldi.com
Plaza Gribaldi Restaraunt Phone Number (714) 758-9014



LATINO FAMILY INSTITUTE
PROUDLY INVITES YOU TO

"LFI's Cultural Family Day" "LFI's Día Cultural Familiar"

Saturday/Sábado June 28, 2003 10:30 a.m.-3:30 p.m.

@

Whittier Narrows Regional Park

750 South Santa Ana

South El Monte, CA. 91733

SECTION #2

Please bring a traditional side dish to share with other families.

Habrá comida, pero traiga un platillo tradicional de su país para compartir con otras familias
(exp. Arroz y frijoles, ensalada, postre, etc.)

Para Mas información y confirmar su asistencia, llame al (626) 472-0123 ext. 0

For more information and to confirm your attendance, please call (626) 472-0123 ext. 0

Directions from Orange County

From Orange County please take any alternative freeway to the 60 Freeway West bound.
Please exit on Santa Anita Ave and exit toward South El Monte. Continue on E. Fawcett Ave.
Turn left on N. Santa Anita Ave. Please look for the blue LFI balloons.

Direcciones desde el condado de Orange

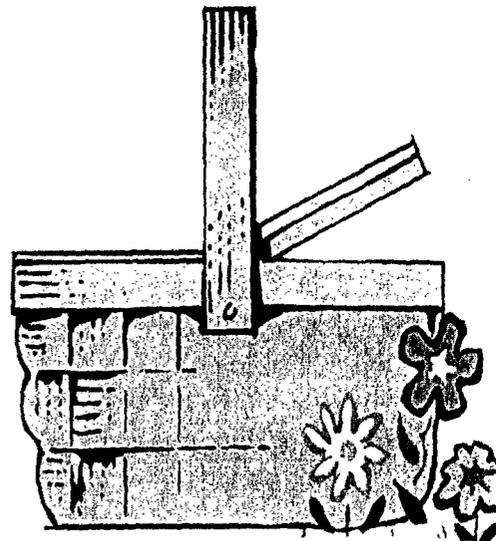
Desde cualquier ruta alternativa al Freeway 60 Oeste. Bajada en Santa Anita Ave. hacia
South El Monte. Continué por E. Fawcett Ave. Izquierda en N. Santa Anita Ave.
Busque los globos de LFI.

Directions from Los Angeles County

From L.A. take any alternative route to the 60 Freeway Eastbound and exit on Santa Anita Ave
toward the S. El Monte exit. Turn right on N. Santa Anita Ave.
Please look for the blue LFI balloons.

Direcciones desde el condado de Los Angeles

Desde cualquier ruta alternativa al Freeway 60 Este. Bajada en Santa Anita Ave hacia
South El Monte. Derecha en N. Santa Anita Ave.
Busque los globos de LFI.



LATINO FAMILY INSTITUTE
PROUDLY INVITES YOU TO ITS SECOND ANNUAL

"LFI's Family Activity Day" "LFI's Día de Diversión Familiar"

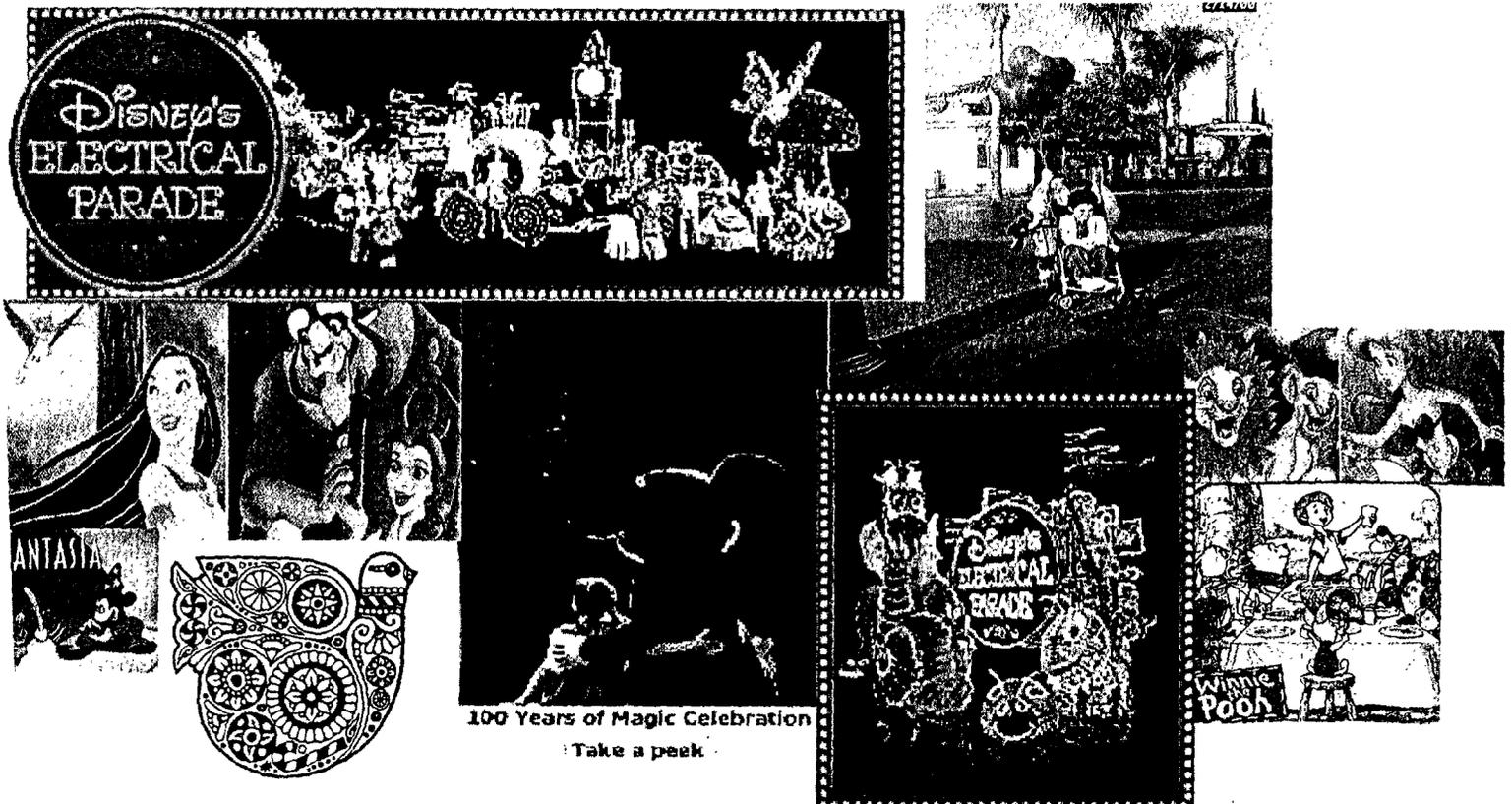
WHEN: August 17, 2002

DISNEYLAND

Limited tickets available and free to all our families. If you would like to participate please call ASAP (800) 294-9161 ext. 212 to confirm. Remember, tickets are FREE but you must provide transportation, parking and lunch.

Los boletos están limitados y reserve sus boletos PRONTO!!! ¡Recuerde, los boletos de entrada son gratuitos usted tendrá que proveer su propia transportación, pagar por el estacionamiento y su comida.

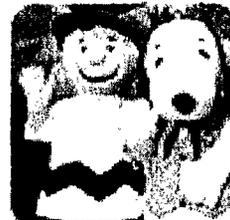
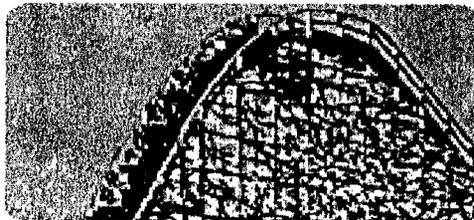
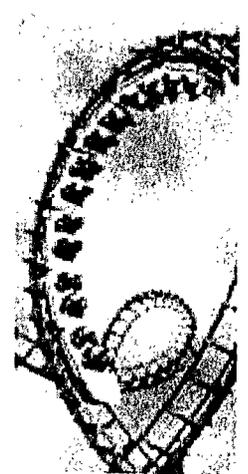
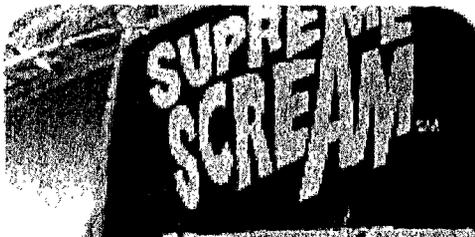
(626) 472-0123 ext. 0



LFI INVITES YOU AND YOUR FAMILY

Date: Sunday, August 24, 2003

Knott's Berry Farm Trip



PLEASE CALL TO CONFIRM

Tickets are limited

(800) 294-9162 ext. 0

Park opens at 9AM and LFI families will meet in front from 8-9 am. please look for LFI staff with blue LFI balloons to sign in. Contact phone number for that day will be (626) 712-8023.

POR FAVOR LLAME PARA CONFIRMAR

Boletos son limitados

(800) 294-9161 ext. 0

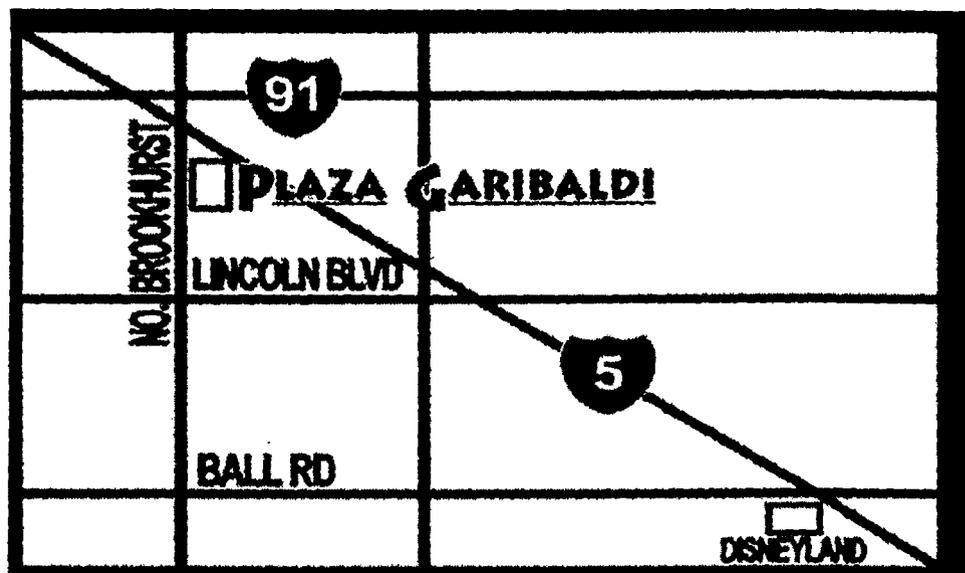
El parque habrá a las 9 AM. Familias deberán llegar entre las 8 - 9 a.m Busqué los globos azules de LFI a la entrada. El numero de contacto para ese día es (626) 712 8023.

**LFI has confirmed your attendance to our anual
Three Kings Celebration
Saturday January 11, 2003 10:00 am– 3:00 pm
Plaza Garibladi
500 North Brookhurst
Anaheim, CA. 92804
Please arrive on time!**

**LFI les ha confirmado su asistencia a la
Celebracion de Los Tres Reyes Magos
Sabado 11 de Enero de 2003 de 10:00am-3:00pm
Plaza Garibaldi
500 North Brookhurst
Anaheim, CA 92804
Favor de llegar a tiempo!**

All families arriving on time
will be eligible for raffle tickets
to Disneyland, AMC movie
theatre and other prizes!

Familias que llegen a tiempo
seran elegibles para la rifa
donde podra ganar boletos para
Disnelandia, cine AMC, y otros
premios!



Latino Family Institute

Is Now Hiring Qualified Staff



Latino Family Institute is a non-profit Adoption and Foster Care agency serving Los Angeles, Riverside, San Bernardino and Orange County.

For more information on LFI and our services please log on to www.latinoadoptions.com



FULL TIME Social Worker for Adoption & Foster Care Agency. MSW and Spanish speaking a must.

PART TIME Contract Social Worker to conduct home Adoption/Foster Care home studies.

Please fax résumés to Latino Family Institute at (626) 337-8752



Latino Family Institute

LATINO FAMILY INSTITUTE

Sponsorship Sheet

Name of company: _____

Company Address: _____

Contact name: _____

Contact phone number: _____

Thank you for your interest in Latino Family Institute and its programs. Please check below the programs that you are interested in. Your participation is tax-deductible and will help Southern California families and their children.

- Adoption/Foster Care Specialist Presentation** – Agency representative will have the opportunity to make a presentation at your place of business regarding Latino child welfare issues and how you can make a difference.
- Padrinos de la comunidad** – Join us by spreading the word about the need for adoptive and foster families for our Latino children by placing a flyer/brochure at your place of business. LFI will track families that respond to your ad placed at your establishment.
- Children's Fund** – Give an adoptive or foster child the opportunity to participate in activities such as music lessons, karate, drawing class or sports teams by contributing to our fund.
- Three King's Celebration** – A Toy and Fund drive for agency's yearly holiday celebration that provides children in foster care and adoptive homes a festive holiday celebration with entertainment, gifts and food for the children.
- LFI Family Activity Day** – Help sponsor and promote family unity by contributing towards "Family Fun Days" at local parks, museums and multicultural events.
- Voices of Hope** – Radio campaigns highlighting children in need of adoptive homes.
- Corporate Sponsorship** – If your company has an annual charitable organization fund, support LFI's program services.

Latino Family Institute
1501 West Cameron Ave Suite 240
West Covina, CA. 91790
www.latinoadoptions.com
Fax: (626) 337-8752
(800) 294-9161



Padrino's de la Comunidad

Brought to you by Wendy's Foundation and Latino Family Institute

Goal – To dramatically increase the numbers of adoptive homes for had to place children such as sibling group, male or teenagers.

Padrinos de la Comunidad will highlight three separate families who will be participating in the adoption process. The program will also raise awareness towards special needs adoptions and its rewards.

The Facts about Latino Children placed into the system

There are over 100,000 children in California's foster care system every year. Many of these children are Latinos (41%) and many are older boys and sibling sets. As much as 60,000 of these children in foster care and adoption reside in Los Angeles County alone. The overall mission of **Padrinos de la Comunidad** is to find permanent, loving homes for many of these children.

How the Program works

Three Families will be monitored in their adoption experience from beginning to end. All three families will be adopting for different reasons. For example, family number one may be going through infertility and desire to adopt and have children in their home for the first time; The second family will be an older couple who already raised children and would like to continue being parents to children who need a home. Finally, the third family can be a small family with children and wanting to adopt additional children to enlarge their family.

The families will be highlighted on a bi-weekly or monthly basis on Telemundo's afternoon news. The segment will follow each family's progress in their adoption case through an interview and a step-by-step eyewitness process. The goal of the interview is to give families an idea that adoption is not too difficult and give a better understanding that anyone with love and under the state guidelines can adopt a child in the system. The segment will air on the afternoon news and viewers will be able to call an 800 number shown on the screen. The family (the initial caller) will have the opportunity to speak to an adoption specialist. LFI will subsequently facilitate the family's adoption paperwork.

Who are these children?

Many of the children awaiting adoptive homes are living in foster or group homes. Participating agencies include Los Angeles Department of Children Services, Orange County, San Bernardino and Riverside DCFS. These agencies will identify children and families available to participate in the **Padrinos de la Comunidad** program. The county will obtain all necessary waivers so that children may be featured in media.

Awareness starts with Padrinos de la Comunidad

Along with the segment airing on television, there will be a web site designated to help families understand the legalities, help with the application process and download any necessary paperwork to complete the case. The web site www.latinoadoptions.com is a multimedia web site that will contain the initial interview that was originally aired on television.



Voices of Hope

Brought to you by Wendy's Foundation and Latino Family Institute

Goal – To dramatically increase the number of adoptive homes for hard to place children such as sibling groups, males or teenagers.

Voices of Love will highlight interviews of older children and sibling sets that are looking for adoptive homes.

The Facts about Latino Children placed into the system

There are over 100,000 children in California's foster care system every year. Many of these children are Latinos (41%) and many are older boys and sibling sets. As much as 60,000 of these children in foster care and adoption reside in Los Angeles County alone. The overall mission of **Voices of Love** is to find permanent, loving homes for many of these children.

How the Program works

Various children from ages seven to fifteen will be interviewed about their likes, hobbies and the type of family they would like to be adopted by. The interview will be read by the child or a child of that age over the radio in various radio spots. The goal of the interview is to give family's personal insights about the children that are in need of adoptive homes. Their case vignettes will counter the common myths about older children, sibling sets and males. Along with the interviews, listeners will learn that many of these children desire to be in loving homes as a family unit. The segment will air via radio and listeners will be able to call an 800 number shown on the screen. The family (the initial caller) will have the opportunity to speak to an adoption specialist. LFI will help interested families throughout their adoption process.

Who are these children?

Many of the children awaiting adoptive homes are living in foster or group homes. Participating agencies include Los Angeles Department of Children Services, Orange County, San Bernardino and Riverside DCFS. These agencies will identify children and families available to participate in the **Voices of Love** program. The county will obtain all necessary waivers so that children may be featured in media.

Awareness starts with Voices of Love

Along with the segment airing on radio, there will be a web site designated to help families understand the legalities, help with the application process and download any necessary paperwork to complete the case. The web site www.latinoadoptions.com is a multimedia web site that will contain the initial interview that was originally aired on television. Additional footage, along with profiles of other children will be available to families who log on.

MY BOOK

This Book belongs to

ME

About me...

NAME:

AGE:

WHERE I LIVE:

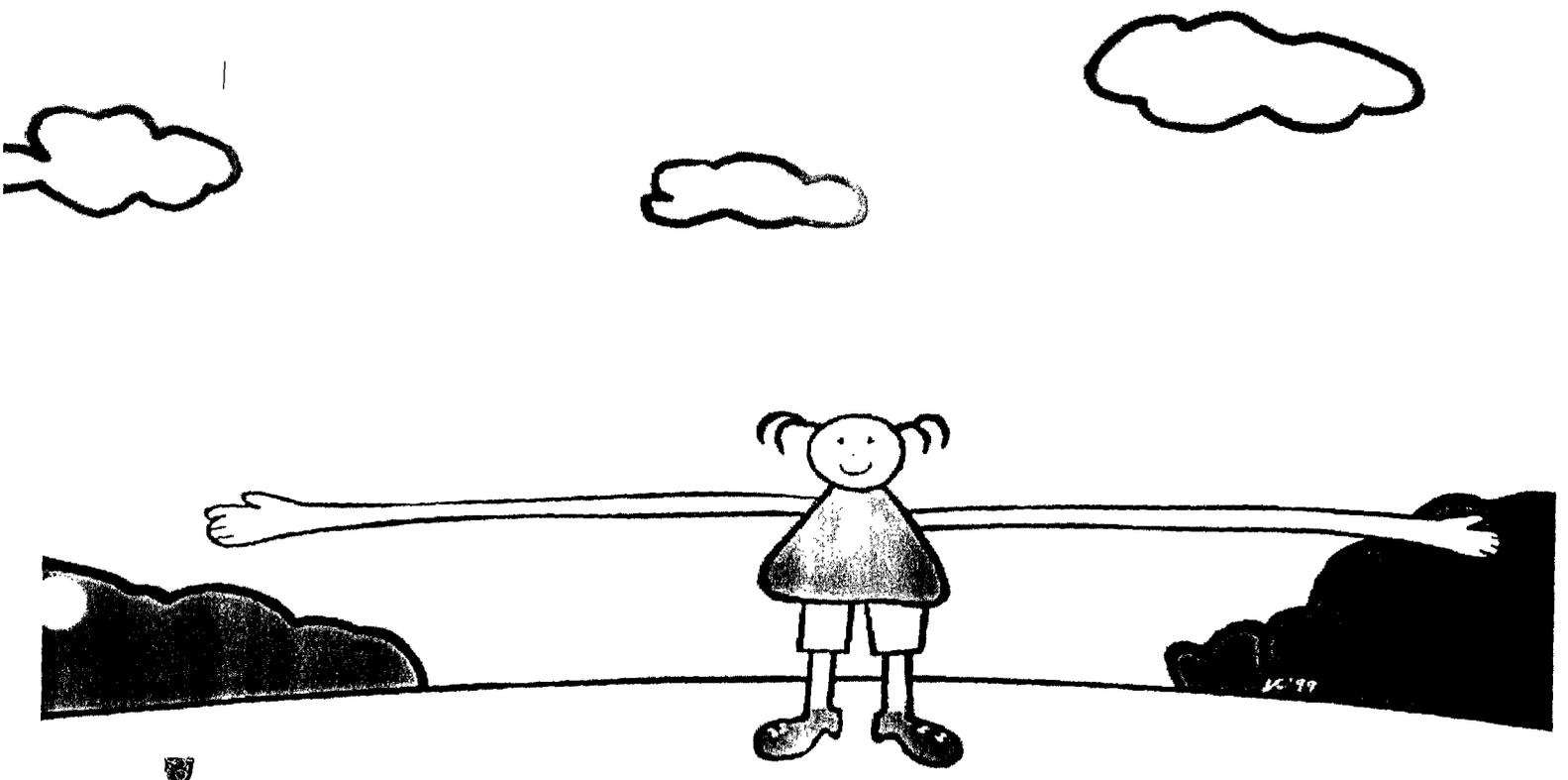
WHAT I LIKE:

FAVORITE FOOD:

FAVORITE MOVIE:

FAVORITE SONG:

Soy Yo...
This is Me...



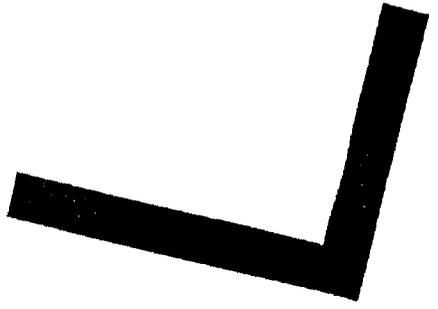
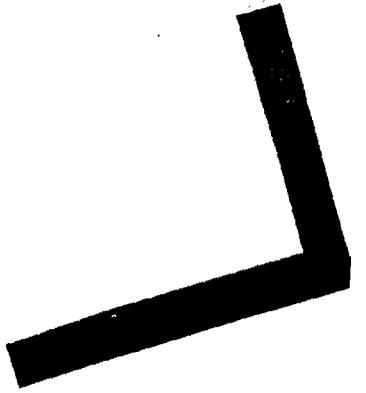
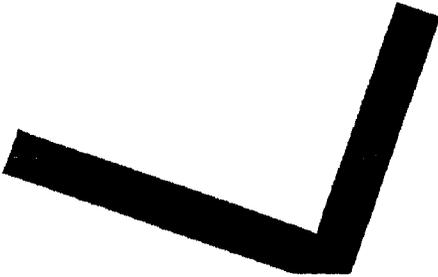
THIS IS HOW OTHERS SEE ME

A NEIGHBOR

A PARENT

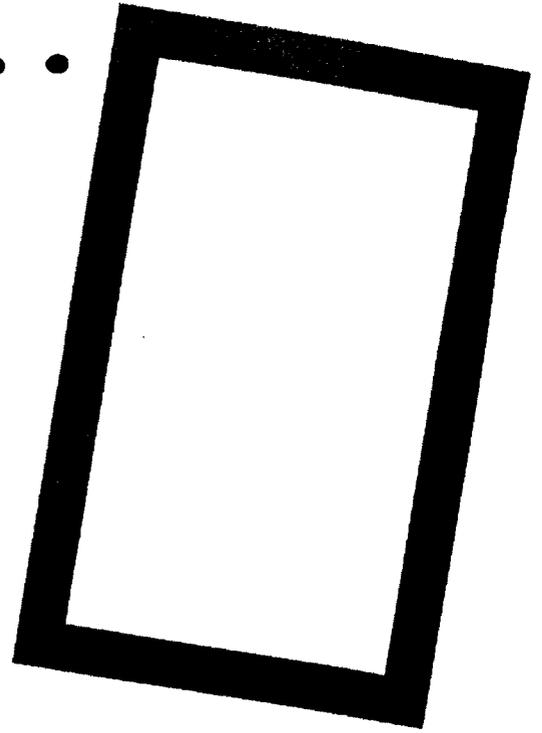
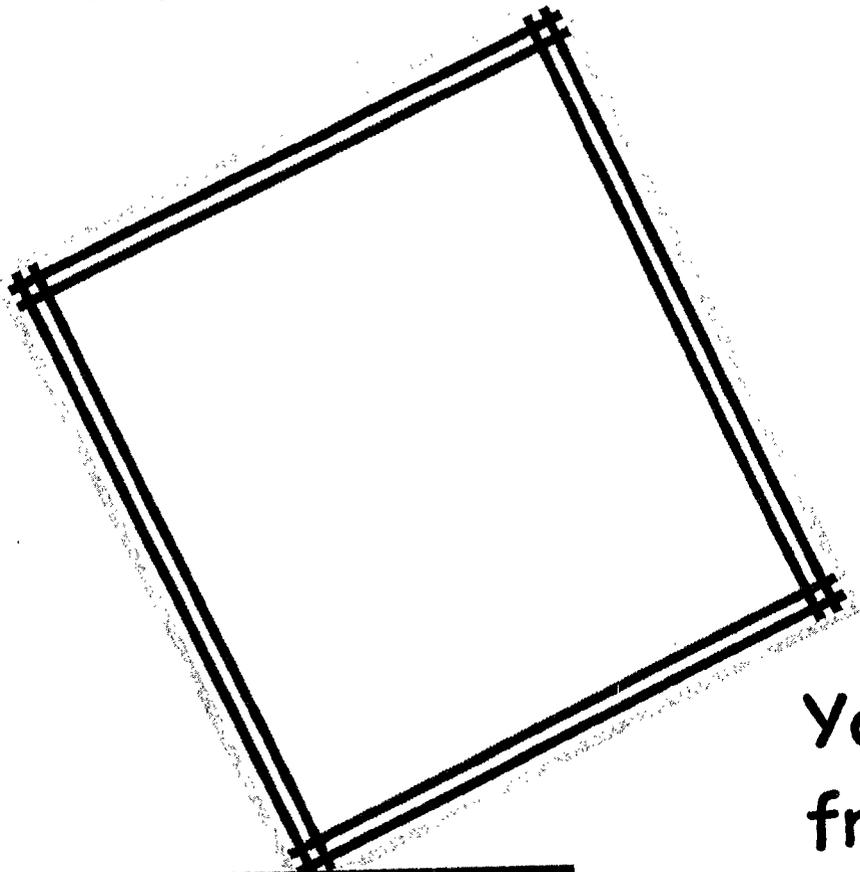
A TEACHER

A FRIEND

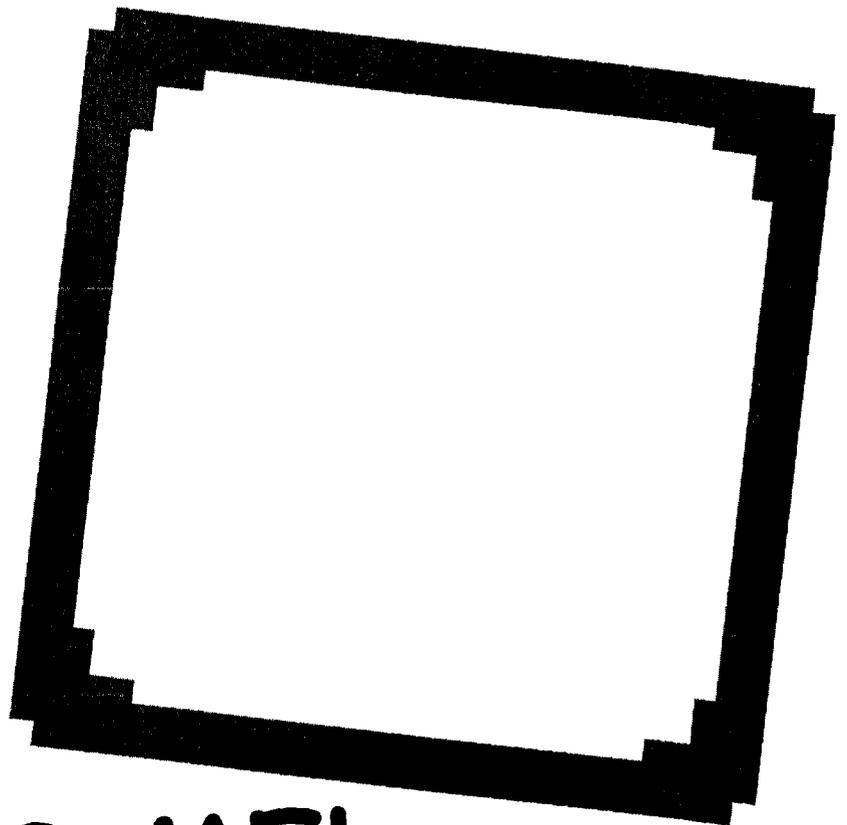
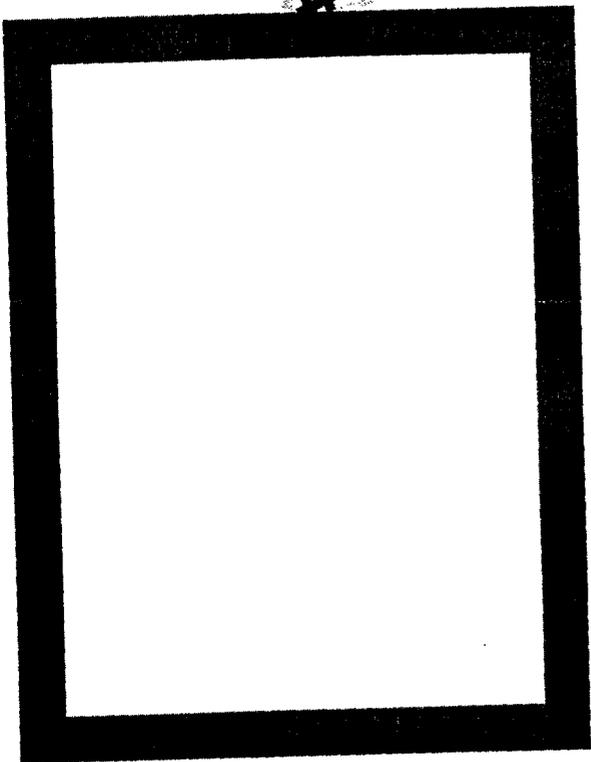


**MY
HERO
is**

THIS IS ME...



You can plainly see
from the snaps that...



THIS IS ME!

Latino Family Institute FAMILY ACTIVITIES

FAMILY ACTIVITY DAY

From LA Museums, Zoos, to Disney's California Adventure, LFI recognizes the importance of family recreational activities. LFI is able to plan various trips and excursions, which give families the opportunity to learn more about their community.



FAMILY TRAINING DAY

A new program funded by the State of California. LFI is providing comprehensive, bilingual training and supportive services to Latino kinship families. Children also participate in structured activities.



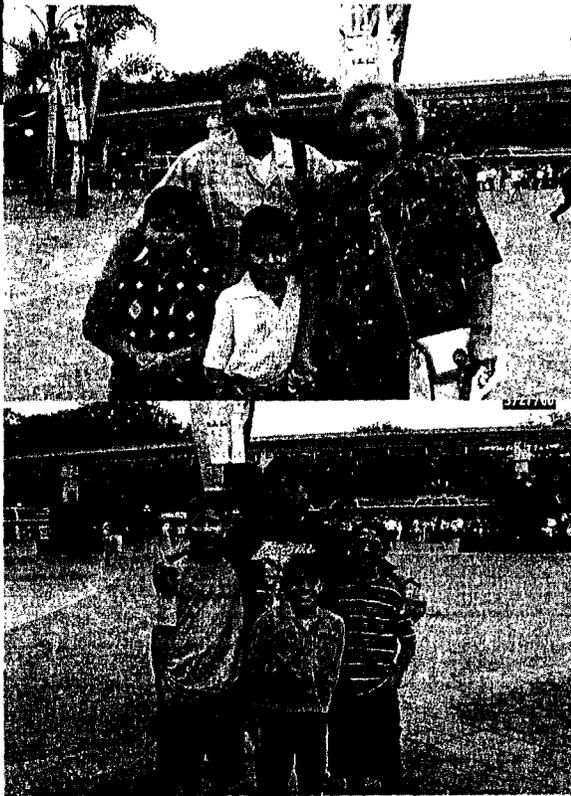
THREE KINGS CELEBRATION

LFI hosts an annual Three Kings event that brings families together with gifts, lunch and a celebration of hope. The journey of the Three Kings of Bethlehem is enacted by three children as they present all Adoptive and Foster children with gifts and holiday cheer.



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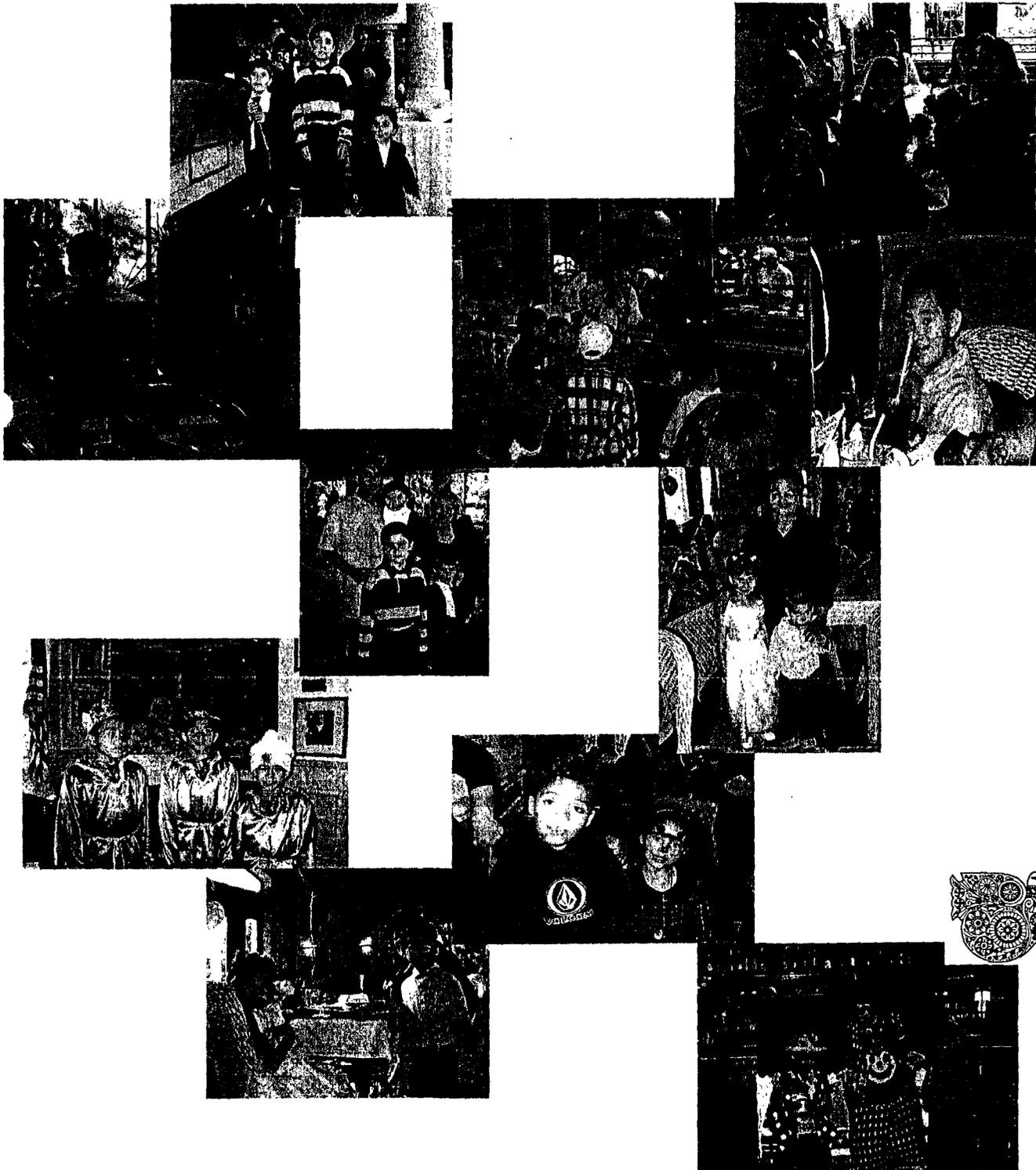


THREE KINGS CELEBRATION

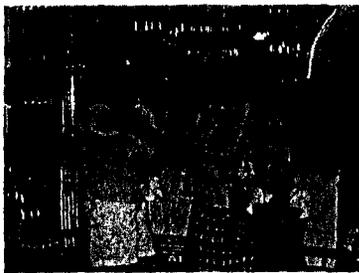
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THREE KING'S CELEBRATION

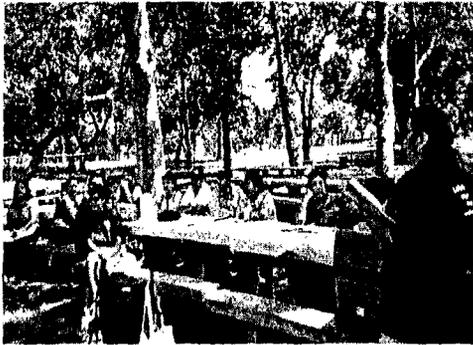


THREE KINGS CELEBRATION



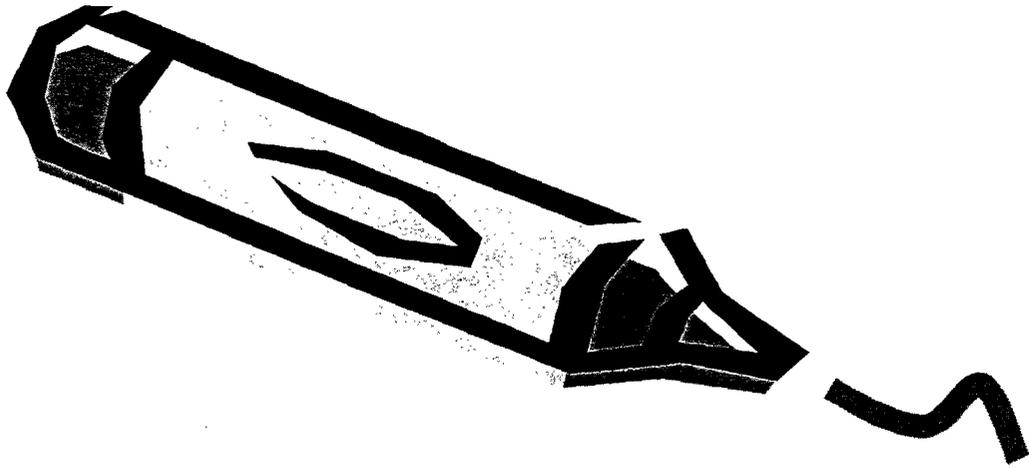
FAMILY TRAINING DAY

A new program funded by the State of California. LFI is providing comprehensive, bilingual training and supportive services to Latino kinship families. Children also participate in structured activities.



FAMILY FUN DAY





Latino Family Institute
Services to all families
progress for the
community

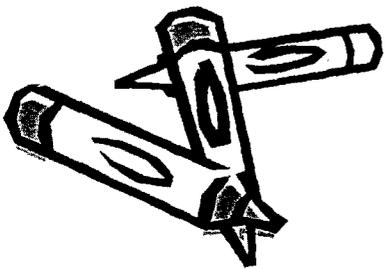


Latino Family Institute
History

LFI Programs & Families

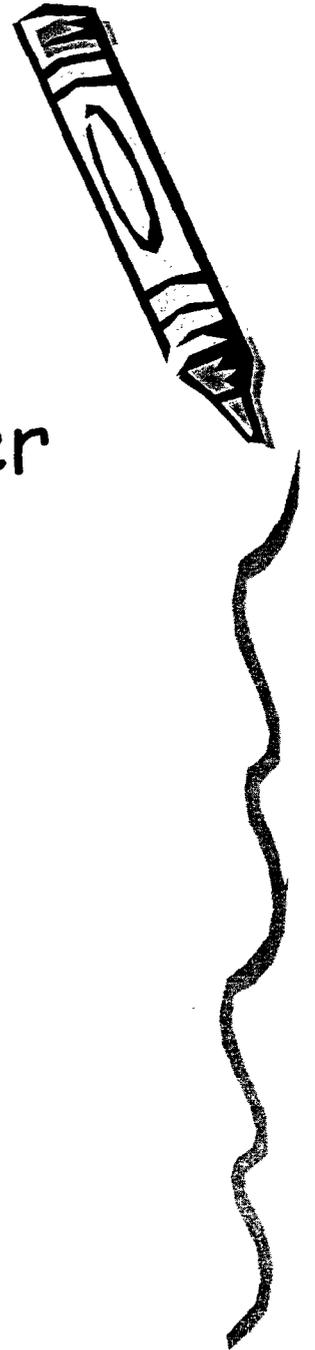
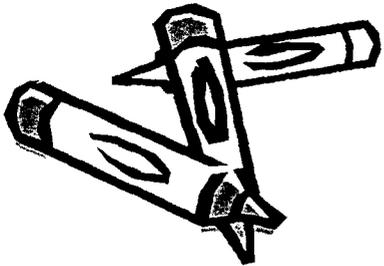
LFI Families Activities

LFI Search of Alliance and
support



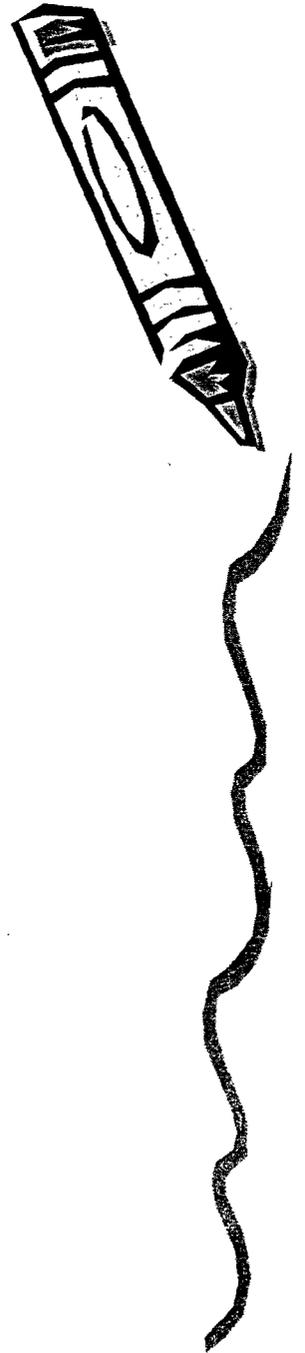
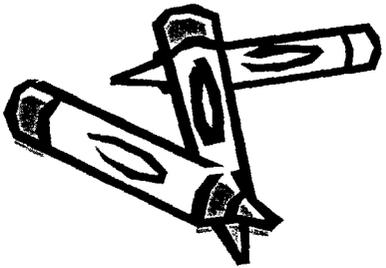
Latino Family Institute History

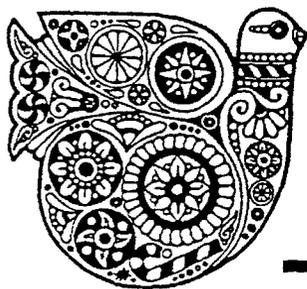
- LFI has continued services for over 15 years.
- LFI Has conducted over 250 adoptions
- LFI resides in West Covina



LFI Programs & Families

- Adoption Services
 - L.A. County
 - Orange County
- Foster Care
 - L.A. County
 - Orange County
- Kinship Program
 - Across California





LATINO FAMILY INSTITUTE

Virginia Olivas, M.S.W.
Social Worker

Diane Chaidez, M.S.W.
Social Worker

Gilda De La Torre, L.C.S.W.
Foster Care
Social Worker

Javier Chavez, MA
Homestudy S.W.

Caroline M. Miranda, L.C.S.W.
Social Worker

Patricia Rodriguez, L.C.S.W.
M.A.A.P. Trainer

Maria L. Quintanilla, L.C.S.W.
Executive Director

Sylvia Simental, M.S.W.
Homestudy S.W.

Carlos Sosa, M.S.W.
M.A.A.P. Trainer

Arleen Guzman, M.S.W.
Project Manager

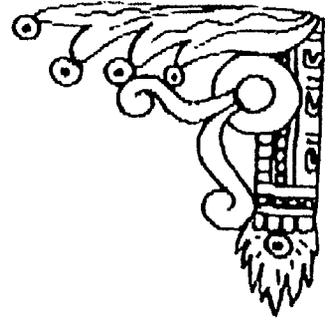
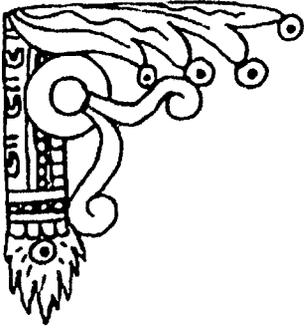
Wilson Castellon B.S.
Accountant

Oskar Toruno, M.F.A.
Recruiter/Public Relations

Yadira Rodriguez
Secretary

TS 100

DRAFT



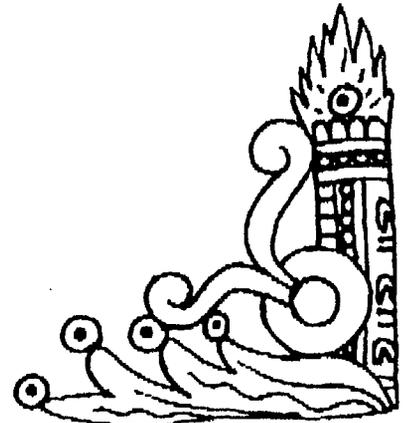
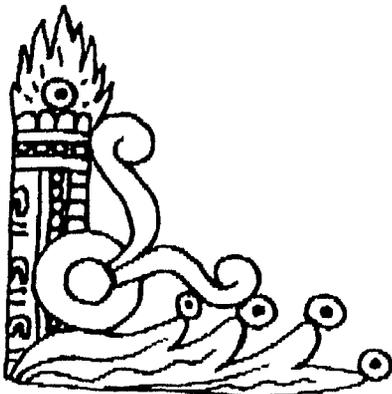
FORMALIZING FAMILY TIES THROUGH ADOPTION

Formalizando Lazos Familiares
A Través De La Adopción:

LATINO FAMILY INSTITUTE INC.

Written by;

Jerry Tello and Maria Quintanilla



FORMALIZING FAMILY TIES THROUGH ADOPTION

Formalizando Lazos Familiares A Través De La Adopción:

ACKNOWLEDGEMENT

RECONOCIMIENTO

In order to make this curriculum and project successful a number of people and organizations contributed. I would like to make a special recognition to the numerous families who came forward and adopted our children. The families broadened my understanding of the Latino Adoption experience, which I have shared on a local, state, and national level. I would like to express my gratitude to my staff who has contributed in this process and together we have grown in knowledge and sensitivity in providing culturally competent services to this population. I also want to thank Jerry Tell, our Project Consultant, whose wisdom continues to shape my professional development. Last, but certainly not least, I would like to thank my familia, my husband, Oscar, for taking care of our sons. Isaac, Emar and Carlos, during my many road trips – *gracias por tu apoyo siempre.*

Latinos continue to honor the long held tradition of caring for community children. Developing a culturally competent model, having committed staff and maintaining high visibility within the Latino community resulted in the success of this specific recruitment effort. With this in mind we offer this curriculum in hopes that all children have a loving home and families have genuine support to continue strengthening their families and communities.

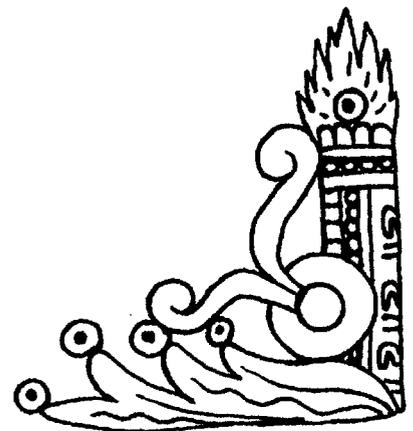
The purpose of the “Formalizando Lazos Familiares” program is to strengthen families in their ability to integrate a foster/adoptive child into their family while utilizing the positive internal cultural/familial values and building a support network (Padrinos Group) for ongoing development, nurturance and support.

*This curriculum was partially funded by the U.S. Department of Health and Human Services Administration of Children and Families, Children’s Bureau

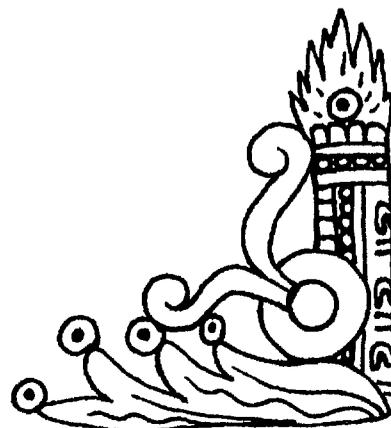
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Program Overview



LATINO FAMILY INSTITUTE INC.
FORMALIZANDO LAZOS FAMILIARES A TRAVEZ DE LA ADOPCIÓN
FORMALIZING FAMILY TIES THROUGH ADOPTION

Program Overview

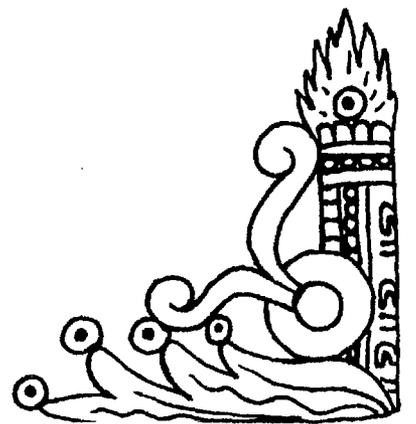
The purpose of the “Formalizando Lazos Familiares” program is to strengthen families in their ability to integrate a foster/adoptive child into their family while utilizing the positive internal cultural/familial values and building a support network (Padrinos Group) for ongoing development, nurturance and support.

The movement and healing of a people is based on the community’s interdependent responsibility to each other. The interdependent responsibility is taken from the ancient concept – You are my other me-*Tu eres mi otro yo*. It means we all have a purpose in life and that we should be positive reflections to one another. Our actions affect each other and our behaviors are reflections of the respect we have for each other. Each of us is a teacher and a student for one another.

It is proposed that families participate in an orientation and five subsequent sessions, which will guide them through both didactic, and process oriented issues that families typically face. After the completion of these sessions families will be transitioned into a Padrinos Group (extended kinship network) that will meet monthly. One session will be a “circulo” group processing and support and the following monthly session will be a “platica” group with presentations by guest speakers on topics selected by participants themselves.

In addition, participants will plan quarterly family events to further reinforce positive family interaction and support.

El Movimiento,
Organizing the Program



El Movimiento - Organizing the Program

The decision to organize the “Formalizando Lazos Familiares” program is an important one. It brings a significant amount of responsibility to the persons that make the commitment to strengthen families in their ability to integrate a foster/adoptive child into their family.

The most appropriate agency / organization to do this program is one that historically has been serving the Latino community in a culturally competent manner or striving for cultural competency in what is often a culturally challenging system. (see: cultural competence attachment) An agency whose word and work is respected in the Latino community generally has reputable word-*palabra* and a good reputation among its recipients.

Other agencies with less experience working with the Latino communities should attempt to organize a program, but it may be necessary to budget additional development time. Such an agency should have a strong knowledge base of and well established ties with the community. These agencies should be guided by a person who is culturally competent and who is familiar with the issues of adoption/foster care, substance abuse, racial issues, poverty, and violence. Developing a community development strategy will enhance the success of the project. Facilitators must have experience with Latino families, ceremonies, rituals, and family strengthening strategies.

Day and Time:

It may be necessary to conduct an informal community assessment to determine the most appropriate day and time to offer the classes. Check for schedule conflicts such as school program nights, or time of a favorite television shows. As a rule facilitators should take into consideration the work and family obligations of the parents.

Duration of the Program:

The initial of the “Formalizando Lazos Familiares” program is planned for six, two-hour sessions. Four optional sessions are included as family enrichment. At times, classes may include children and family members, ten years of age and older.

It is important to stress that 16 hours of family strengthening classes are not going to change the parent’ attitude and behavior patterns. Parents can learn parenting skills built on inner strength, and gain hope, inspiration, and support. With this in mind, organizers can enroll 10 to 15 participants in a class, to allow for sufficient time for each participant to interact and share in discussions.

Class Language Style:

The bilingual/ bicultural reality of indigenous people is reflected in everything they do. All people are diverse, yet have strong cultural ties based on history, language, customs, and traditions. Facilitators should advertise the language that will be used during the classes. This does not prevent the participants from speaking bilingually or using colloquialisms, but allows them to feel comfortable expressing their thoughts. Facilitators need to be sensitive and flexible to the different reading, writing and bilingual abilities of participants and make appropriate adjustments to class activities. The use of visual aids and props minimizes the need for extensive reading and writing.

Class Format

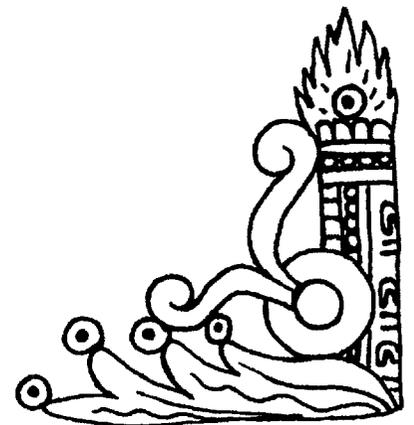
Each of the “Formalizando Lazos Familiares” sessions is designed to take participants through a four phases process that includes:

- Concimiento /Acknowledgment
- Entendimiento /Understanding
- Integracion /Intergration
- Movimiento /Action

All activities incorporate the four-phase process which helps participants grow through four stages of learning. The four stages are initial idea, understanding, implementation, and assimilation into the daily lives of the participants.

Maestra/o

Role of the Facilitator



Role of the Facilitator

We are all students of and teachers to each other. Yet we must also acknowledge the various ways of sharing the teaching. As a facilitator, one chooses to walk the road of teacher, guide, mirror, model, example and nurturer. To be a facilitator requires close attention to the importance of the role and responsibility that accompanies them. Facilitators will need to be aware of many things.

El Porque- The Purpose

One must always keep in mind the program's purpose to help strengthen parents as individuals, as parents and as family members. Formalizando Lazos Familiares" program is to strengthen families in their ability to integrate a foster/adoptive child into their family while utilizing the positive internal cultural/familial values and building a support network (Padrinos Group) for ongoing development, nurturance and support.

Student and Teacher

As a facilitator, it is important to be able to be humble and respectful to the realities of the participants. The facilitators should not be seen as an expert or authority on adoption foster, but rather as a guide. The expertise is best presented in light of personal experience rather than dogmatic theory. Storytelling and sharing are important ways to convey the message.

Participants may want to view the facilitator as an expert, so it is important to keep them focused on their own strengths and abilities and to use other resources that are available in the community.

A facilitator of the Formalizando Lazos Familiares" program should have a strong perspective and balance on personal issues and on the four values - dignity, respect, trust, and love - that reflect them. This means having a strong sense of pride in oneself and a willingness to share yourself with others.

Co-Facilitator Model

The program is designed to be co-facilitated to allow full coordination of activities and responsibilities related to the classes. Both facilitators can share equally in the class discussions, but it is important for one person to assume the role of lead facilitator for each session.

The co-facilitator model allows both facilitators to share their diverse experiences in handling issues of integrate a foster/adoptive child into families that can promote further discussion by participants. It is a practical model for facilitators who are not comfortably bilingual. A facilitator can team up with a bilingual partner who can convey the intricacies of the culture and language.

Preparation and Focusing

Preparation and focusing are an essential part of any successful program. Appropriate time and attention to preparation is a form of showing respect for oneself, the participants, and the importance of the work to be accomplished. A prepared and focused facilitator is more confident, and participants will also feel the confidence in the facilitator. The facilitator should include a few moments for focusing and meditating. In addition, it is helpful to take a moment to reflect on each participant in the group and then on the specific lesson of the day.

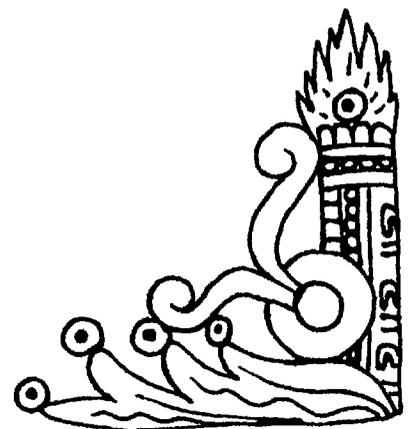
It is customary, to welcome participants, *con respeto*, most graciously to the class. For many participants, it may be the first time they have participated in such a class; for others, it may be one of many different past experiences.

- Review the list of materials one day prior to each session to allow for sufficient time to gather supplies.
- Review the objectives of the session, taking a few minutes to visualize the process and become familiar with the class material.
- Have class rosters and materials ready at least 30 minutes before the session begins.

It is customary among the community members to have coffee, tea, and some form of pastry as a gesture of welcome. Low volume culturally appropriate music playing in the background also adds to a nice atmosphere.

As the participants arrive, greet each one personally, ask them to sign-in if necessary, and invite them to have refreshments. Try to learn the names of each participant. This will begin the development of *confianza* (trust), allowing the greeting to shift to a more family-oriented process.

Cultural Considerations In Latino Adoption



Cultural Considerations in Latino Adoption

By: Maria L. Quintanilla, LCSW - Executive Director of Latino Family Institute

The Latino Family Institute (LFI) is a pioneer in the development of culturally competent services to Latinos in the field of adoptions. Latinos have a long history of adoptions. Like many other communities of color, there is a tradition of informal adoptions that include children raised by grandparents, aunts and uncles, and godparents. LFI's programs are based on the unique issues of the Latino Adoption Experience. This exploration led to the identification of organizational and culturally based barriers that impact adoptions by traditional (non related) and Kinship adoptions by Latinos. With this in mind LFI developed policies and procedures that neutralize these barriers, both programmatically and clinically, thus fostering trust in the agency and empowering families. LFI's adoption curriculum was developed after careful consideration of the organizational and culturally based barriers and to guide adoption professionals in their work with Latino adoptive families.

Organizational Barriers:

Lack of trust of government agencies – For Latinos, this lack of trust is based on experiences both within their countries of origin and in the United States. Government corruption and political persecution are common in many Latin American countries. Social service agencies, often perceived to be extensions of the government, are automatically mistrusted. In California, the recent anti-immigrant initiatives promoted by certain politicians have led to even more mistrust of government. Concerns about immigration status of prospective adopters, as well as other members of their family, prevent Latinos from submitting to fingerprinting and background checks. Families are also reluctant to reveal themselves in the home study process. Kinship families often view the “government” or the “American ways” as being responsible for the parent-child separation and their need to formally adopt. For this reason families may be apprehensive in completing the formal adoption process.

Traditional agencies not viewed as community friendly – Many of the traditional, mainstream adoption agencies are not located in the Latino community, but rather, in areas that are inaccessible to Latinos. Most often, the staff members fail to reflect their community or speak their language, forms may not be available in Spanish and agency hours may not accommodate the needs of working people. Lack of timely response to initial inquiries, delays in processing, limited agency contact between completion of home study and placement of a child, and length and complexity of application forms, financial reports and legal documents are all factors that discourage Latinos from adopting. Few traditional agencies are open to “walk-in” clients or those who prefer to drop off paperwork, common practices for Latinos and consistent with the cultural custom of *Personalismo**. Latino families may need a more “hands on “ approach in the completion of the adoption paperwork.

*The preference for personal rather than impersonal or institutional contacts.

Lack of culturally and linguistically responsive recruitment strategies – Efforts to approach the Latino community with culturally based recruitment and retention strategies available in both English and Spanish have been limited. Traditional agencies may harbor the institutionalized belief that Latinos, particularly immigrants, do not adopt or will not meet the applicant qualifications. The Latino community in general is viewed as dependent on the system,

rather than as a resource for children. Because of these beliefs, traditional approaches to adoption recruitment are not devised to reach out to Latino families.

Latinos do not view traditional agencies as a resource – Traditional agencies are often viewed as extensions of the government. As previously stated, government in their native countries has been a cause of harm or fear for many Latinos. These feelings surface not only in immigrant families, but also in acculturated Latinos who have heard stories of the negative experiences their family members have had with their governments. These experiences prevent them from becoming involved with government or organizations they perceive as agents of government. Kinship families may find it difficult to trust and comply with “a system” that separated their families.

Cultural Barriers

Preponderance of male children available for adoption – Approximately 900 (or 15 percent) of the children available for adoption in California are Latino males. Historically, Latino families have been proud of raising sons, yet when it comes to adoption, Latinos seem to prefer females. Our experience indicates that when married couples adopt, wives who initiate the adoption process feel more able to relate to a female child. As is the case with other ethnic groups, there is a belief that females are easier to handle, less aggressive and more openly affectionate than male children. In addition, there is a cultural belief that a girl is more likely to remain close to her family throughout her life, while a boy will be less involved with his family of origin as he gets older. Latino families may also be influenced to adopt a girl because of the negative portrayal of Latino males in the media. The negative stereotypes of Latino criminals and gang members are particularly prevalent in Southern California. As a means of respecting their wives' wishes, it appears that Latino husbands put on hold their preference for raising a son. So strong is the Latino male's sense of duty that he may take full responsibility for the couple's inability to give birth. In this way he is able to compensate for his feelings of helplessness and regain his role as provider for the family.

Discouragement related to the adoption process – Many Latinos are not aware that they are eligible to adopt, since only the wealthy are able to adopt in their countries of origin. Believing that the income standards must be even higher in the United States, Latinos are reluctant to pursue the adoption process. Kinship families view their adoption eligibility with apprehension since those “responsible” for the family separation have the final authority in approving their adoption.

Stigma attached to infertility– The stigma of infertility is painful for any couple and Latinos, raised in a culture that so highly values fertility, virility and children, are especially vulnerable. For many Latinos, having children may be their life goal and their definition of a family. Infertility affects the entire family and as the couple deals with their loss, the extended family grieves their lost roles as grandparents, aunts, and uncles. Some infertile couples feel that inquiring about adoption is an admission of their infertility.

Religious beliefs may further intensify the stigma. Some Latinos believe that infertility is a punishment from God, therefore, it is their cross to bear and they cannot oppose God's will. These couples believe they must simply accept childlessness.

Kinship families also feel stigmatized as a result of family separations and their concern of not being considered “appropriate” adoptive applicants due to familial concerns. Kinship families, particularly grandparents, may also wonder if they are

“paying for past sins” by having to raise their grandchildren.

Misconceptions about children with special needs - Latino families may become discouraged about adopting a child who has an alarming diagnosis or label, such as prenatally drug exposed, ADD*, ADHD**, or PTSD***. Since children of color are more likely to be labeled, it is probable that many of the children available for adoption will have one or more of these designations.

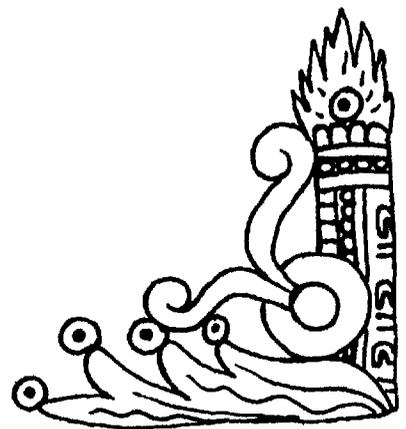
- Attention Deficit Disorder
- Attention Deficit Hyperactivity Disorder
- Post Traumatic Stress Disorder

Kinship families also need further clarification of these disorders to better understand the needs of the children, reduce potential feelings of becoming overwhelmed, set appropriate discipline and follow through with required treatment which may involve medication.

Medical Etiology versus Folk Etiology - Some Latino families have misconceptions about the origin of their adopted child's behaviors, health or developmental delays. For example, a family might believe that a child's medical conditions are due to the birthmother's choice of adoption for the child. Depending upon how strongly entrenched they are in these beliefs, potential matching and compliance with treatment plans may be affected.

Keep in mind that an effective program must address the clinical implications of the identified barriers in order for agencies to successfully recruit, retain, train and provide viable services to the Latino community. Latino Family Institute's Federal Recruitment Grant and ongoing commitment to increasing the number of Latino adoptive families was a major force in the development of our adoption curriculum.

Program Sessions



LATINO FAMILY INSTITUTE

Formalizando Lazos Familiares A Través De La Adopción:

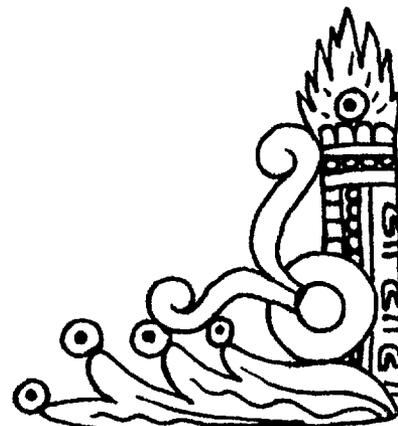
FORMALIZING FAMILY TIES THROUGH ADOPTION

Curriculum

Session 1	Bienvenidos- Orientation
Session 2	Conociendonos: Who are We, Where Do We Come From?
Session 3	Entendimiento: Understanding Your Family Circle
Session 4	Integracion: Growing and Developing as a Family
Session 5	Movimineto: Moving Through Life's Struggles
Session 6	Graduacion Ceremony

Session 1

Bienvenidos, Orientation



Session 1 **Bienvenidos, Orientation**

El Por Que:

The purpose of this first session is to welcome participants and to give them an overview of adoption and the significant step they are taking in welcoming a child to their family.

Conocimiento:

It is important in this first meeting to welcome parents and thank them for “Showing up” as an example of how important their family is to them. Participants should be greeted and introduced to other parents as they arrive.

It is suggested to have some form of pastry (pan dulce), coffee or juice similar to how we welcome family members.

At the prescribed time, formally welcome participants and briefly review with them the overview of the class. The facilitator should give a self-introduction sharing how their personal life integrates with working with foster and adoptive children and families.

Conociendonos: Have participants go around and share their names and why they are there?

Entendimiento:

Culture and Extended Kinship in Latino Families: How Adoption Has Historically Been Part of Our Culture.

The facilitator should share a story of how a child was “taken in” to their own family or a family that they knew. Reinforce to participants that “adopting family members” especially children and elders is a long held value and tradition of Latino culture.

Ask participants if they are familiar with the practice “prestar or prestando ninos”.

Ask participants: Did this practice exist in your familia? If so who? What were the circumstances? How did you feel about this? Had you ever heard about this practice? This practice appears to be common in most Latin American Countries.

Religious stories have also supported adoption throughout our times. Facilitator should share the following bible stories of Moses and Jesus and help participants identify who these adoptees are.

Story #1: Many years ago there was a beautiful princess who had it all. She lived in a castle and her brother who was the king granted all her wishes. One day while the princess was relaxing she was surprised to find an abandoned baby. It was “motherly love” at first sight. The princess

took the child in and became his adoptive mother. She raised him to be a strong and courageous man. He later became the leader of a whole nation.

Story #2: There was once a young beautiful woman who married an older hardworking man. Her husband adored her and thought she could do no wrong. One day to his surprise he found out that she was pregnant, but not with his child. He was devastated and contemplating leaving her. After much thought he came to the understanding that he loved his wife and that there was a reason beyond their control for the birth of this special child. Together with his wife the couple raised their son. He became known throughout the world for his caring messages.

Have participants share these stories and the lessons that are gained from these stories.

Integracion: From Informal to Formal Adoption

Ask participants what is a FORMAL ADOPTION? How is this practice different from the informal adoption we have been describing in our family and in the bible stories? Our community has a long history of informal adoptions. As we come to this country where paperwork is a fact of life; “si no tienes papeles aqui no a pasado nada”. In the same way the formalization of adoption through the courts is also a fact of life and necessary for many reasons. Ask participants to discuss the reasons for formal adoption?

- Legal
- Medical
- Familial
- Personal

Movimiento: El Abrazo; Making the Commitment to Adopt

The facilitator should, once again, acknowledge the participants for extending their love and family to “embrace” a child into their family unit. Help participants recognize that everything in life takes adjustment and sacrifice. Adoption requires that as well.

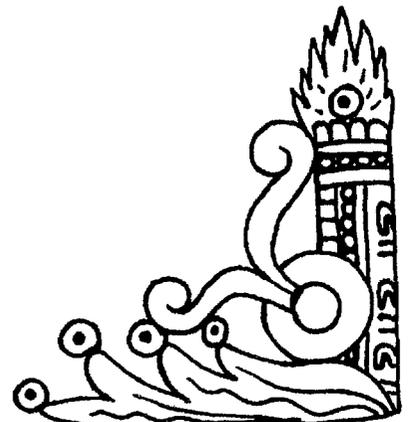
Review with participants today’s lesson. Reiterate the overview of the class including expectations and time commitment.

Thank participants for coming and close session.

Session 2

Conociendonos,

Who are We, Where do We Come From



Session 2

Conociendonos, Who are We, Where do We Come From

El Por Que:

The purpose of this session is for the family to reflect on their own family development and how it influenced and/or prepared them to welcome a new child into their home.

Conocimiento:

It is again important to greet parents and acknowledge them for their attendance at this session while welcoming them to have refreshments as they meet and greet other participants.

As you formally bring the session to order again thank them for attending and ask parents if there are any reflections or questions related to the first session.

Share with parents the important influence that our upbringing and family has on our relationships. As part of that upbringing in many traditional families an important tradition in many cultures was to “Acknowledge” people based on the family they were connected to; this was referred to as a “Conocimiento” the purpose being to bring people together based on their similar backgrounds.

Following that tradition have participants share with the group the following:

- * Participant’s Birth Names; How did you get that name?
- * Where Were You Born and Raised?
- * Who Lived With You in Your Family as a Child?
- * Names and ages of persons living today in your home?

As participants are sharing the facilitator should reflect on similarities in the group.

Entendimiento:

Have the participants share one lesson they learned in growing up about caring for, helping and “adopting” others in their family?

Now ask participants to share one life lesson and/or experience in their own development or upbringing that led them to explore adoption as a means of building their family?

As participants are sharing the facilitator should write the “lessons on the board.

Integracion:

Share with participants the fact that each of us comes to situations in different ways and because of our family “lessons” it requires different solutions. Now have the participants briefly share their experience with the adoption decision and/or process?

Facilitator note: Some couples believe god has punished them and that is why they cannot have children; others believe “it’s their cross to bear” and you can’t go against the lord’s wishes and some families still carry this feeling of stigma and feeling of inadequacy. Needing to reframe this idea with “ adoption may have been part of a bigger plan (destino) that led your family to adoption. Reflecting back to religious stories, the facilitator should recall the story of Moses and how he was “found” by the princess. This was part of the plan of his “destino”.

Movimiento:

Share with participants the dicho “ No hay mal que por bien no venga”

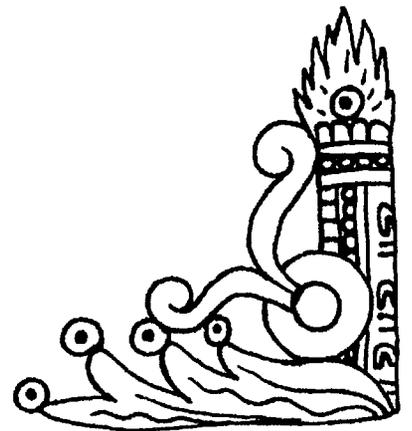
Based on this dicho and as part of closing the session have participants go around the circle and share how the adoption has changed their life?

Facilitator should review the lessons gained in this session and close session.

Session 3

Entendimiento,

Understanding Your Family Circle



Session 3

Entendimiento, Understanding Your Family Circle

El Por Que:

The purpose of this lesson to guide the families to redefine their family circle to include their adopted family member.

Conocimiento:

Greet parents and acknowledge them for their attendance at this session while welcoming them to have refreshments as they meet and greet other participants. As you formally bring the session to order again thank them for attending and ask parents if there are any reflections or questions related to the previous session.

On an 8 1/2 x 11 paper have participants draw a circle with the word familia in the middle. Now have participants draw lines to separate the circle into sections similar to pie pieces in order to place the name of each family member in each section.

Share with participants that whenever we add another piece to our family circle it means that everyone must be willing to shift and share their space.

Entendimiento:

Have participants reflect on the following questions:

* What kind of support and/or reaction did you receive from extended family related to the adoption?

Have participants share how they have dealt with difficult extended family (and others) related your expanded family (adoption).

Integracion:

Share with the participants the story of the two rooms. Have participants reflect on the teaching of the story related to their situation.

Ask participants to reflect on any family traditions or “reglas” that were a part of acknowledging people and making them feel a part of the family. How was the adoption “acknowledged” formally in Your Family? Was there a formal ceremony or welcoming of the adoptive child in the family?

Movimiento:

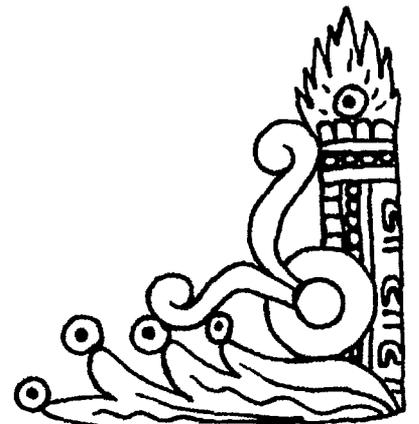
Ask participants why it would be important to expand their “familia” support to include adoption community?

Reflect on lessons covered in this session and close session.

Session 4

Integracion,

Growing and Developing as a Family



Session 4 **Growing and Developing as a Family**

El Por Que:

The purpose of this session is to identify and help prepare parents for the developmental issues that will present themselves over time in raising children and guiding a family.

Conocimiento:

Greet parents and acknowledge them for their attendance at this session while welcoming them to have refreshments as they meet and greet other participants.

As you formally bring the session to order again thank them for attending and ask parents if there are any reflections or questions related to the previous session. Share with parents that today we are going to focus on the
“ Circle of Life and Family Development”

Review the circle of life chart going from childhood to adolescence to adulthood to being an elder. Each stage has its gifts and challenges (blessings and struggles).

Briefly ask participants to share what they believe are the gifts and challenges for parents as children go through each stage of life.

Entendimiento:

Share with participants that just as a tree that has well-established roots will be able to withstand strong winds, a child that has gained rooted childhood teachings will do better in life.

Share and discuss with participants the four lessons of childhood:

1. Acknowledgement – A child needs to feel that they are wanted, welcomed and have an equal role in the family similar to others.
Have participants discuss how parents and family members can teach and integrate this feeling in each of their children. It is important to emphasize that children (both birth and adopted) will question their parents love, favoritism, etc. towards them and their siblings and it is important for parents to attempt to be fair and firm in insuring all of their equal love for each of them. Adopted children may have a difficult time accepting this acknowledgment and may test family's commitment in a variety of manners. Family needs to remain strong and understand that these behaviors are a means to seek reassurance of family's love.
2. Purpose in Life – A child needs to learn and accept the characteristics of who they are both their strengths and needs. An important role of parents is first of all getting to know your

children so you can help them learn about themselves and accept who they are. There is a tendency in families to favor certain characteristics (obedient children, good students, organized etc.) but parents need to find the balance in all behaviors and not favor one child over the other. Since it is common for siblings to tease and point favoritism parents need to be ready for this and reinforce their equal love for all their children. Parents may need to challenge their own beliefs of what characteristics they think their children have inherited from birth families. Children may also wonder about these characteristics. Families however need to remember that all families, including our own have different characteristics (both positive and negative) and this has not necessarily predicted our “destino” (destiny).

3. Family Values - Values are the expectations that we as parents create so that all family members treat others in a respectful, dignified way. This also includes things like good manners, sharing and sacrificing for others in the family. Family traditions become an essential part of this process. The important aspect of spirituality and developing a sense of faith in the family as well. Our children may need gentle reassurances and learn thorough example as they acquire these new traditions and values. Children will gain a sense of accomplishment and family connection as they learn these important values.
4. Safety and Security – All family members need to feel a sense of safety and security in being part of the family. Family members should never feel afraid of being “kicked out” or rejected and at fear of being abused in any way. Family members should always feel they have someone they can go to if they have concerns, fears or issues. This is of particular concern to children who have been adopted since most often they have a history of abuse and abandonment.

Integracion:

Have participants pair up and with one 8 1/2 x 11 piece of paper and one pen have both of them put their hands on the pen. Instruct them that from here on they cannot talk or look at each other. Their assignment is to “Draw a House”. Give them a minute to do it.

Compare drawings and have participants share what happened in the drawing.

Movimiento:

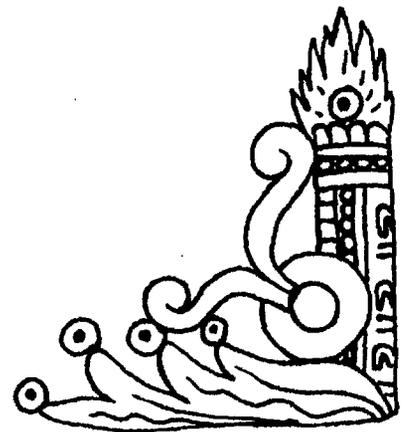
Review what they learned. Without facing the issues and talking to each other about their dreams, hopes and issues the house one builds may not be too pretty.

Review lessons and close session.

Session 5

Movimiento,

Moving Though Life Struggles



Session 5

Movimiento, Moving Through Life's Struggles

El Por Que:

The purpose of this session is to help prepare parents for the issues across the developmental cycle that may present themselves over time in raising adopted children in their family.

Conocimiento:

Greet parents and acknowledge them for their attendance at this session while welcoming them to have refreshments as they meet and greet other participants.

As you formally bring the session to order again thank them for attending and ask parents if there are any reflections or questions related to the previous session.

Entendimiento:

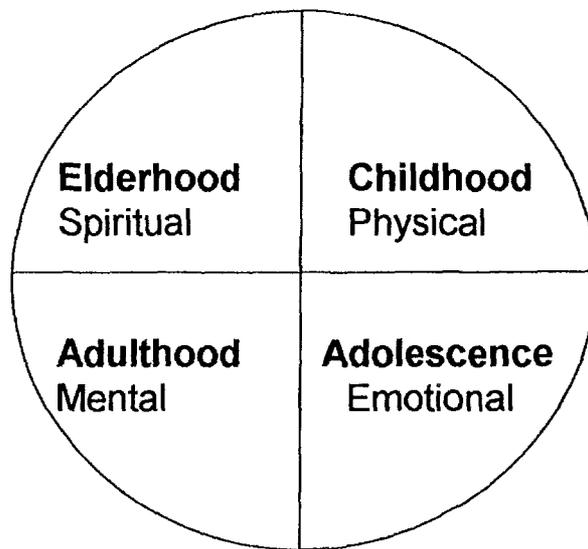
Share with parents that at every stage of life many of the same issues resurface with added meaning. Families need to be prepared to expand their child's adoption story. This is similar in our own lives, as we become wiser we also gain greater insight and understanding about our own family history. This understanding helps us to redefine ourselves. Our goal is to support our children in their attempts to learn more about their history and integrate this information to redefine themselves.

Adoptive parents need to understand that as their children grow, their understanding about the adoption will gain greater insight. This realization will be a time of mixed feelings (anger, resentment, sadness etc.). Since many times birth families are not readily available this means that as adoptive parents you will get the brunt of your child's feelings. Be aware that you may become defensive, and automatically feel that you have done something wrong or not loved him/her enough, made a mistake in adopting or that the child does not love you. This may be a challenging time for you. But as the parent put yourself in your child's shoes. If you were adopted you would probably be experiencing these same emotions. Parents need to understand that this process is not really about them as parents, but rather their child's need to process and gradually accept the reality of adoption. You as a parent just need to be reassuring and supportive through these difficult stages. This may be a very good time to reconnect with your adoption support community.

Discuss and get feedback from parents.

Integracion:

Another important consideration is the need for parents to have their own support system. For this reasons we have "compadres or padrinos" to both help us raise our children but to also help support us as well.



Circle of Development

For that reason we will establish as “ Padrinos Group” as part of supporting each of us in raising our children.

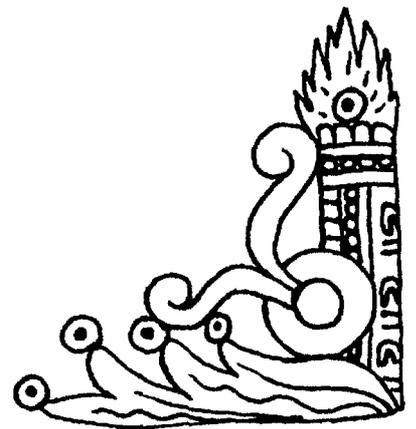
Discuss with participants what role a Padrino can play in the family?

Movimiento:

Review with participants the plans for the Padrinos Group and for the upcoming Graduation. Close session.

Session 6

Dando Gracias, Graduation Ceremony



Session 6

Dando Gracias, Graduation Ceremony

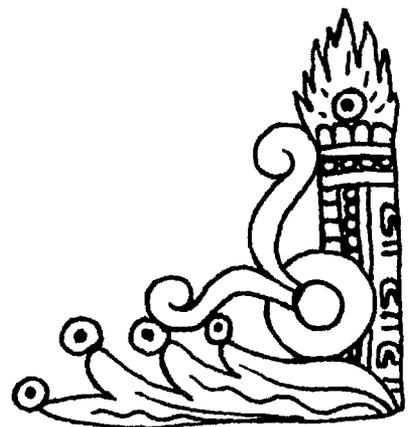
Share with families that there are two other things that help to keep families balanced: ceremonies and traditions and supportive friends and family members. Invite family members to write the names of four people in their lives who generally are supportive of them. If a person has difficulty naming four, offer yourself as a supportive person.

Share with families that ceremonies and traditions are very important elements in keeping families strong. Traditions and ceremonies give us strength during difficult times in our lives they help us when we feel down.

Giving Thanks

One important tradition is that of being thankful and expressing it. Have everyone stand in a circle and, one by one, share one thing they are thankful for about their families. Facilitator(s) should do the same. It is easier for some participants to share if they can complete the sentence: "I'm thankful for my family because of..."

Los Padrinos
Ongoing Support
Network



Ongoing Support Network

Monthly Padrinos Support Circulo

After completing the the “Formalizando Lazos Familiares” program, parents may wish to take the class again or join weekly support group to continue their growth. The support group can meet every week for one and a half hours and be led by a volunteer professional who has formally implemented the the “Formalizando Lazos Familiares” program. If possible, meetings should be held at the same location where the classes were held or nearby.

To give the group a sense of focus, the following format is suggested:

A leader should be selected by the group to facilitate the sessions.

At the beginning, the facilitator welcomes everyone and performs the introductions. As part of the establishing positive ceremony or ritual in the participants’ lives, it is suggested that the group incorporate a 30 to 60 second focusing time at the beginning of each group meeting. It can be a short prayer or thanksgiving.

The facilitator then goes around the circle of participants asking participants to introduce themselves and share how they are doing. At that time, the participants present an issue for discussion. The issue can be written down on a chart tablet or on individual pieces of paper. A typical issue might be, “I am having trouble getting my 7-year-old to listen,” or “My son was arrested last night for carrying pot”.

Unless a participant voices an urgent concern to address a particular topic, the facilitator can randomly select a discussion topic from the chart tablet.

The facilitator reviews then rules for the discussion. These should be set by the participants themselves and should include rules such as:

- Everyone gets a turn to speak.
- Participants can “pass” if they don’t wish to speak.
- The information shared is confidential.
- Supportive alternative ideas and feedback are allowed, but criticism is not.

The facilitator assists in guiding the discussion, maintaining the rules, and keeping track of time. Formal lecturing by the facilitators should be avoided. Parents can facilitate some discussions. Participants are encouraged to share information and assist each other. Participants may wish to use storytelling to discuss their issues. The facilitator may request participants to share what they felt about someone else’s story. Sharing information provides an opportunity to emphasize respect for other’s stories.

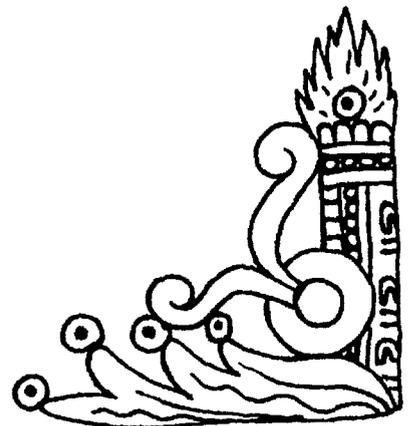
Allow 15 minutes at the end of the session to bring closure to the discussion. Ask members to share something they learned that evening or to thank each other for understanding, patience, ideas, friendship, etc.

Monthly Meetings

A monthly meeting can be a valuable resource for parents. At these meetings, a guest from the community is invited to speak on a particular topic that has been suggested by the parents. The meeting should complement the philosophy and concepts of the program.

Quarterly Family Events

Recommended Readings



LATINO FAMILY INSTITUTE

Formalizando Lazos Familiares A Través De La Adopción:

FORMALIZING FAMILY TIES THROUGH ADOPTION

Recommended Readings

Bernstein, Anne C., *Flight of the Stork*. Perspective Press, Revised 1994.

Brodzinsky, David M., Schechter, Marshall D., *The Psychology of Adoption*. Oxford University Press, 1990.

Castañeda, Omar S., *Abuela's Weave*. Lee & Low Books Inc. 1993.

Delacre, Lulu, *Arroz con Leche: Popular Songs and Rhymes from Latin America*. Scholastic Inc., 1989.

Edelstein, Susan B., *Children with Prenatal Alcohol and/or Other Drug Exposure: Weighing the Risk of Adoption*. CWLA Press, 1995.

Elderidge, Sherrie, *Twenty Things Adopted Kids Wish Their Adoptive Parents Knew*. Dell Publishing, 1999.

Fahlberg, Vera I., M.D., *A Child's Journey Through Placement*. Perspectives Press, 1991.

Garza, Carmen Lomas, *Family Pictures: Cuadros de familia*. Children's Book Press, 1990.

Griego, Margot C. /Bucks, Betsy L. /Gilbert, Sharon S. / Kimball, Laurel H., *Tortillitas Para Mama*. Henry Holt and Company, 1981.

Herbert, S. Latisha, *The Visit*. Child Welfare of America, Inc. 1991.

Herbert, Stefon, *I Miss My Foster Parents*. Child Welfare of America, Inc. 1991.

Herbert, Stephanie, *Being Adopted*. Child Welfare of America, Inc. 1991.

Hopkins-Best, Mary, *Toddler Adoption: The Weaver's Craft*. Perspectives Press, 1997.

Jarratt, Claudia Jewett, *Helping Children Cope with Separation and Loss*. The Harvard Common Press, 1994.

Livingston, Carole, *"Why Was I Adopted?"*. First Carol Publishing Group Edition, 1990.

Melina, Lois Ruskai, *Raising Adopted Children: Practical, Reassuring Advice for Every Adoptive Parent*. Harper Perennial, 1998.

Nolte, Dorothy Law and Harris, Rachel, *Como Inculcar Valores a Sus Hijos: Los niños aprenden lo que ven*. Workman Publishing Company, 1998.

Penn, Audrey, *A.D.D. not B.A.D.* Child & Family Press, 2003.

Rogers, Fred, *Let's Talk About It: Adoption*. The Putnam & Grosset Group, 1998.

Watkins, Mary and Fisher, Susan, *Talking with Young Children about Adoption*. Yale University Press, 1993.

Whitehouse, Eliane and Pudney, Warwick, *A Volcano in my Tummy: Helping Children to Handle Anger*. New Society Publishers, 1996.



**LATINO
FAMILY
INSTITUTE**

ADOPTION & FOSTER CARE

FINAL

90C0-0905

9/30/00-9/29/03

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CLEARHOUSE



December 30, 2003

Ms. Carole A. Thompson
Child Welfare Program Specialist
Administration on Children, Youth and Families
330 "C" Street, SW, Room 2424 Switzer
Washington, D.C. 20447

RE: Grant Number 90C00905/03

Dear Ms. Thompson:

Enclosed you will find the evaluation, replication manual, adoption curriculum and final financial status report.

We appreciated the opportunity of continuing to expand our Adoptive Placement services as it related to Latino sibling groups, males and children ages 10 and older. Our 3-year recruitment grant exceeding our goal of placing 40 children in adoptive homes. The project was able to place 69 children in adoptive homes. For this we are very proud and look forward to your continued support in the near future. Please do not hesitate in contacting me if you would like for me to present our findings at your future grantees meetings.

Sincerely,

Maria L. Quintanilla, LCSW
Executive Director