CHILD SPECIFIC RECRUITMENT

DENISE A. GOODMAN, PHD, ACSW, LISW

Child Specific Recruitment for...

- "stepping down"
- "serial mover"
- lateral moves
- adoptive placement

Child Specific Recruitment is...

- a process not a form
- planning and organizing
- being aggressive
- creativity
- child focused
Why use Child Specific Recruitment?

- other strategies too broad for specific child
- takes into consideration child’s strengths/needs
- utilizes child’s resources and relationships
- increases likelihood of success - customized for specific child—expands options
- increases child’s participation in/commitment to adoption/foster care/kinship process
- may inspire child’s foster parents to adopt!!!
- organizes SW’s tasks--meets ASFA requirements

Components of Child Specific Recruitment

- Relationship with the Youth
- Media Options
- Record Review
- Recruitment Team
- Reconnecting
- Growing Connections

Get to KNOW the YOUTH!!!
DO YOU WANT TO BE ADOPTED?

A FAMILY?

Talking with Kids about Adoption, Foster Care, Kinship Care

Do you want to betray your birth family?

Do you want to change schools?

Do you want to lose all your friends?

Do you want to move to another home?

Do you want to start over?

Do you want to lose contact with your siblings?
WHY KIDS SAY "NO" TO ADOPTION:

Rejection  
Abandonment  
Loss of Siblings  
Starting over  
Fear of the unknown  
LOYALTY CONFLICTS  
Moving...again

Components of Child Specific Recruitment

Relationship with the Youth
Record Review
Reconnecting
Growing Connections
Media Options
Recruitment Team

Family Search and Engagement

Step 1: Setting the Stage  
Step 2: Discovery  
Step 3: Engagement  
Step 4: Exploration and Planning  
Step 5: Decision-making and Evaluation  
Step 6: Sustaining the Relationship(s)
Opportunities 4 Family Search

- Family Group Decision-making Meeting (FGDM)
- Team Decision-making Meeting (TDM)
- Permanency Round Tables (PRT)
- Pre Adoptive Staffing and Matching Conferences

Your Partners include:
- Child/youth
- Biological parents
- Caregivers

Components of Child Specific Recruitment

- Relationship with the Youth
- Media Options
- Record Review
- Reconnecting
- Growing Connections
- Recruitment Team

Creating a POSITIVE Profile
Taking GREAT Pictures and videos.....

CONSIDER ADOPTION

KWAMANE
Birthdate: July 1990

KWAMANE likes to play sports. He is handsome and very nice. He is a hard worker and he helps his family a lot. He is quiet, but he is able to use American Sign Language and read the braille system. He also wants to learn English. He has a brother and a sister living in the US. They are both adopted by a family with either a deaf child or a deaf parent. He is very smart and has high grades. He lives with his sister and a guard. The family is looking for a good family that will love and support him for many years. He is very interested in learning American Sign Language. He loves sports and he wants to continue playing for years.

For more information, please contact

Cuyahoga County Department of Children and Family Services

612 E Main St, P.O. Box 515
Elyria, OH 44035
(440) 324-6700
(440) 324-6717

Cleveland, Ohio 44114

Department of Children and Family Services
Components of Child Specific Recruitment

- Relationship with the Youth
- Record Review
- Media Options
- Reconnecting
- Growing Connections
- Recruitment Team

A young teen's wish: I want a regular family.
The Recruitment Team

Who are the players?
What is the benefit of their involvement?
What can they contribute?
What are their roles and responsibilities?
What may be challenges to their involvement?
Case Application:

1. Review your identified case.

2. Identify a list of possible team members to assist with recruitment

3. Brainstorm specific strategies that could be used to recruit for your child

4. Put together a list of “next steps”
Coming together is a beginning,  
Keeping together is progress  
Working together is SUCCESS!!

Our children and youth deserve  
nothing less from us...

Thank-You!!

Denise A. Goodman, PhD  
dagphd@aol.com  
614-395-8321