

**FOSTER PARENT CONCERNS**

1. Day to day support is not enough
2. Lack of education, training for foster parents
3. Serious lack of transparency in policy making
4. Storage and security of foster parent information
5. Insurance for foster parents
6. Lack of consistency with social workers and policy usage
7. Standardization of care (kinship foster homes need equal training and standards)
8. Very serious issues with children in care
9. Lack of statistics of adoption and kinship breakdown
10. Too many investigations
11. Standardization of training (nationally)
12. Transparency with the CFFA
13. Lack of information (foster parent is the last to know)
14. Need policy on foster to adopt
15. Cross cultural issues
16. Lack of appropriate support and resources to prepare and support adoptive parents
17. Lack of training/knowledge on the part of social workers in development, trauma and attachment
18. Lack of transparency around rates
19. Lack of incentive to develop skills
20. Lack of resources and placement options, therapeutic placement options
21. Concern about systems and lack of avenues to advocate for system level change
22. Stress from insecurity of the feeling that the children may have to leave because of allegations; no income; threat of no more children being placed
23. Conflict between the foster parent and the social worker concerning rules of the home
24. System inadequacy (court not supporting the child)
25. Burn out – lack of respite
26. Inconsistent respite rates

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**ALLEGATIONS AND INVESTIGATIONS**

**CONCERNS**

**SOLUTIONS**

- Advocates act as spies not as support
  - Agencies misunderstand the role of foster parent support
  - Foster parents are unaware of available support
  - Confidentiality is used as a barrier to support
  - Foster parent are not consulted or informed about why kids have to move
  - Timelines are not respected
  - Foster parent not supported by the department
  - Investigations done by the child's worker
  - Fear of removal of kids
  - Kin placements have a high rate of allegations
  - Workers have poor insight about special needs
  - Low threshold for police involvement
  - Untrained investigators
  - No deadlines on investigations – timeline, framework
  - Lack of insight into the impact that investigations have on foster parent
  - Lack of communication from agency
  - Lack of debriefing/strategizing
- Allegation vs a concern are 2 different issues
  - Not everything needs an investigation
  - Outside group does the investigation
  - Regional meeting with reps decreases concerns and foster parents have a voice
  - Mentoring
  - Educate child welfare offices about support
  - Separate worker for the child and the foster parent
  - FFA president should be invited to the investigation
  - Open communication
  - Trust between the agency and the foster parent
  - Separate investigators from workers so they can offer support
  - Educate foster parents about how to respond during an investigation
  - Safeguarding training early on
  - Mandatory pre-service training
  - Know your limits when taking children
  - Support team/ someone to have your back
  - A coach
  - Culturally relevant training
  - Police properly trained to interview kids
  - Should be on the national agenda to show a presence, leadership

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**RECRUITMENT**

1. Word of mouth
2. Happy foster parents
3. Positive Advertisements; TV, radio ads
4. Educate about fostering on social media
5. Radio interviews with foster parents
6. Time frame and paperwork is too slow
7. Red tape once you are a foster parent
8. Respect is inconsistent
9. People decide they are not good enough
10. They trick you with cute babies
11. Perceptions of foster parents by public
12. Reality of foster parent – high risk, sexual predators etc..
13. Life time commitment
14. News reports
15. Need a personality to speak for foster parents
16. Visibility in public places
17. Positive experiences
18. Proper supports for foster parents
19. Guest column
20. Financial incentive for recruiting a home
21. Fosterware party
22. 1-800 number
23. Peer support line – volunteers; non-documented
24. Agency not accommodating foster parents work schedule (working outside the home)
25. Levelling fees for foster parents
26. Good per diem
27. Welcome – positive initial contact/ live person within 24 hours
28. On life at a time
29. Culturally relevant
30. Empty homes to recruitment is down
31. Negative stories drive people to step up
32. Incentive program for finding a foster parent
33. Marketing campaign to each association
34. Association doing pre-screening – information session – 3-6 months
35. Trade shows – promotion plus
36. Information nights
37. Flag up in City for foster family week
38. Family expose, farmers market
39. Presentations at churches
40. Presentations at other organizations in the community
41. Targeting younger families – our stories
42. Support for bio families
43. Mentorship

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- 44. Daycare covered for working foster parents
- 45. Respite
- 46. Elementary school

**RETENTION**

- Better communication
- Support
- Respect
- Professional parent
- Inclusion (team)
- Consistency
- Benefits
- Pension
- Empathy
- Trust
- Valued
- Encouragement
- Appropriate matching
- Journaling
- Relief/respite
- Investigation support
- F.A.S.T.
- Education
- Network/peers
- Mentoring
- Positive
- Undermining
- Many voices – stronger voice

**DETERRENTS**

- Budget
- Change of government
- Cost of living
- Lack of resources
- Frustration
- Allegations/concerns
- Transparency
- Length of reimbursement
- Left out
- Isolation
- Red tape
- Loss

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- No insurance
- No foster with a view to adopt
- Easy to walk away mentality
- Exclusion

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**FUNDRAISING**

- “Tell the story of the CFFA” – why should I join; clear communication to provinces and transparency
- Membership Campaign – Free conference trip for 1 to Whistler
- On-line auction – each province donate 3 items and they are responsible for shipping to winners
- Add \$20 to the CFFA conference registration fees

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**POLICY AND PROCEDURES**

- Policies and procedures should be posted on the CFFA website
- Promote the website & CFFA
- Translated into French
- Delegates should get a package for the AGM
- Look at maximum number of terms a person can serve
- Open mic at NWG
- Check non-profit Act
- Look for Gove ear at a national level
- Answer “what’s in it for me?”
- Qualifications and demonstrated ability of the Chair of the P&P Committee and members
- P&P changed too often
- Expectations for the CFFA
- Keep things in national dialogue
- National Recognition for FFAW
- Youth representation – Directors
- Target recruitment
- National group that is solution focused
- Proxy votes
- Lack of info and feedback
- Lobby for a positive campaign