

**CUNNINGHAM CHILDREN'S HOME
FOSTER PARENT
RIGHTS AND RESPONSIBILITIES**

**IMPLEMENTATION PLAN
CALENDAR YEAR 2009**

FOSTER PARENTS' RIGHTS

1) THE RIGHT TO BE TREATED WITH DIGNITY, RESPECT, AND CONSIDERATION AS A PROFESSIONAL MEMBER OF THE CHILD WELFARE TEAM.

Cunningham's philosophy on treating one with dignity and respect is at the heart of human rights which is the belief that everybody should be treated equally; no matter what their position. Our team members are committed to accomplishing this goal as well as performing work tasks that will enhance dignity and respect in our delivery of service. It is CCH's belief that dignity and respect are core values that help create a stable yet dynamic working environment. CCH prides itself on being a respectful agency where no one is regarded better than anyone else by virtue of who they are or the job they do. Treating one with dignity and respect improves performance, raises moral, reduces stress and generally is reciprocated. CCH rejects any form of retaliation, intimidation and humiliation as ways to settle any conflicts with any of our foster parents. Staff are required to establish and maintain acceptable standards of conduct and performance when relating to our foster parents.

- a) Cunningham staff will support our foster parents with the same respect they would want for themselves or any member of their family.
- b) Cunningham staff will offer advice, supports and guidance as needed when it comes to everyday service.
- c) Cunningham will ensure foster parents feel able to complain without fear of retaliation.
- e) Cunningham will engage with foster parents as professional members of the team and will act to alleviate any conflicts.
- f) Cunningham will assist foster parents to maintain confidence and positive self esteem through positive interaction with service provider.
- g) Cunningham will listen and support our foster parents when they are expressing a need or making suggestions on how to better serve them.
- h) Cunningham will offer a confidential listening ear when foster parents are experiencing personal problems.
- i) Cunningham staff will respond promptly to requests for help and will return telephone calls within a 24 hour period of message being left.
- k) Cunningham staff will continue to act in supportive and consultative roles as foster parents learn from their experiences.

- l) Cunningham will continue to support our foster parent rights and remind them of other assistance through DCFS Advocacy office (800-232-3798).
- m) Cunningham will continue to provide access to supervisors who mediate conflicts according to our internal appeal process and grievance policy.
- n) Cunningham will continue to utilize foster parents as a member of the professional team and consult them during service planning development.
- o) Cunningham will continue to utilize foster parents personal qualities, skills and knowledge that are essential to the effective training of other foster parents and staff.
- p) Cunningham will continue to show our appreciation for our foster parents during holidays, foster parent month and daily appreciative attitudes for their commitment to our foster children.

2) THE RIGHT TO BE GIVEN STANDARDIZED PRE-SERVICE TRAINING AND APPROPRIATE ONGOING TRAINING TO MEET MUTUALLY ASSESSED NEEDS AND IMPROVE THE FOSTER PARENT'S SKILLS.

Cunningham's Specialized population indicates we will often encounter a range of problems as it relates to the population we serve. The importance of offering specialized training commensurate with the level of care provided is essential. Cunningham chooses not to cover repetitive, uninspiring topics simply to meet mandated requirements. In our approach to training we realize the full effectiveness of Cunningham's most valuable resource; our foster parents. Instead of wasting this important management tool we utilize them to customize training in meeting their needs and meeting our agency specific needs related to improvement efforts.

Recognizing that investing in our foster parents makes good business sense, not only in terms of improving their skills but to promote continuous learning. Cunningham will not ignore the fact that insufficient and inadequate training leads to inefficiencies, poor performance, system failures and unhappy team members. The challenge of meeting training needs is great but successful models exist within our foster parents. Relationship building has assisted CCH with helping foster parents focus on strengthening their involvement in their own learning process. Foster parents sometimes co-train along side trainers which often minimizes barriers to learning. Trainings are tailored to the specific practices and requirements of DCFS. Tailored trainings will often integrate elements of the licensing standards with information relevant to our foster parents needs. Working closely with our foster parents determines the training needs that allow us to customize and adapt trainings to apply to situations they are dealing with in their homes. Foster parents are also offered some of the same trainings staff attends like CPR, first aide and other trainings related to the care of our youth along with DCFS Module trainings when offered. DCFS lending library is available to enhance foster parents knowledge when dealing with more complex specialized issues.

Cunningham's licensing representative utilizes the Ansell Casey foster parent assessment tool as a part of the ongoing assessment for training needs. The overall assessment process begins with CCH personal assessment; foster parents are presented with opportunities to look at their willingness to learn new skills that will help them think realistically about their parenting styles. Please see Attachment A for the training calendar for 2008.

- a) Cunningham will continue to support foster parents efforts to acquire skills that meet their learning needs.
- b) Foster parents are required to complete eighteen hours of specialized in-service training a year.
- c) Cunningham provides specialized training for staff and foster parents.
- d) Cunningham will analyze the foster parents training needs and coordinate an approach to meet them.
- e) Assist in making all necessary referrals and approve the use of outside expert instructors.
- f) Assess training and development needs by discussing training efforts with program managers regarding any training proposals.
- g) Assist foster parents with taking responsibility for their own learning.
- h) Cunningham will continue to provide annual training for foster parents on Therapeutic Crisis Intervention, to help foster parents teach youth to develop inner controls over their impulses.
- i) Cunningham will continue to keep foster parents aware of the variety of learning opportunities available to them.
- j) All prospective foster parents will complete the twenty-seven hour requirement of Foster/Adopt Pride Training. Prospective Parents will also complete the required nine hours of Educational Advocacy.
- k) CCH's Licensing/Recruitment worker works with each foster parent to develop a plan to accumulate any training hours that are not attained in monthly network meetings.
- l) Trainings will be sought and provided to foster parents who are struggling with a particular issue or behavior in the foster home. CCH will review for approval workshops or conferences that would assist foster parents in addressing problematic behaviors or other foster child issues.
- m) Cunningham will continue to offer trainings commensurate of the specialized population served in our program.

3) THE RIGHT TO BE INFORMED AS TO HOW TO CONTACT THE APPROPRIATE CHILD PLACEMENT AGENCY IN ORDER TO RECEIVE INFORMATION AND ASSISTANCE TO ACCESS SUPPORTIVE SERVICES FOR CHILDREN IN THE FOSTER PARENT'S CARE.

Cunningham continues to increase the effectiveness of support for foster parents by improving their access to information through training and resources. Enhanced communication between the foster parents and CCH has been reported to be very helpful and necessary. Cunningham offers a 24 hours, 7 days a week emergency support system. During the daytime hours if foster parent are not able to reach the case worker; they can call the supervisor or the Director of Community Services. Voice mail messages on all staff phones gives all callers

direct numbers to the supervisor and Director of Community Services. After hours (5pm-8am,; 261-9911, secondary and back up on call 261-3287) foster parents utilize CCH on call system for crises. If they are needing to personally get in touch with the therapist, case worker, supervisor or Director; they can do so through this system. CCH on call system is one of the established methods for accessing support services after hours. Foster parents are trained on how to utilize the on call system. Foster parents also use this system to access placement stabilization services, SASS, and crisis intervention and incident reporting. Cunningham also distributes a list to our foster parents of other licensed foster parents within our agency to access on a regular basis for support.

As a resource to access other support services; the foster parents are given a red book which includes information about foster parent associations (local, statewide and national). During foster/adopt pride training foster parents are given the foster parent handbook which gives them another resource to access DCFS services and other services. The Advocacy Office (800-232-3798) is also included in both resource books. When foster parents are experiencing high stress levels due to the youth in their care; CCH will offer access to the Employee Assistance Program (EAP) services. Cunningham continues to offer an open door policy where foster parents can access a staff member by simply walking into the office.

- a) Cunningham utilizes service and support needs compiled from survey results and network meetings to help establish methods of accessing support services.
- b) Foster parents are informed of their right to appeal a decision made by CCH regarding supportive services offered to them or the foster child.
- c) Respite Care services are accessible to foster parents as a supportive service and emergency service.
- d) Cunningham offers training on the on call system serviced by therapist, caseworkers, associate directors and director.
- e) Foster parents are supplied with an address/phone list of foster parents as a source of support.

4) THE RIGHT TO RECEIVE TIMELY FINANCIAL REIMBURSEMENT COMMENSURATE WITH THE CARE NEEDS OF THE CHILD AS SPECIFIED IN THE SERVICE PLAN.

Cunningham distributes a red book to foster parents which has a section with information regarding foster parent reimbursement. The foster parents are notified of any costs or expenses for which the foster parent may be eligible for reimbursement (i.e. mileage at .50 rate). Cunningham follows the guidelines for reimbursement rates that reflect the full costs of specialized foster care that is commensurate with the needs of the youth being served. Since Cunningham only service the specialized population; the difficulty of care payment is added to the foster parents room and board rate based upon the level of care. Reimbursement rates to foster parents for services rendered is based on the youth specialized needs and the foster parents' level of knowledge and skills. Foster parents are paid 41.77 per day commensurate with the specialized level on children served here at CCH. They receive payments by the 5th of every month. Thirty one days of respite care is provided a year along with seven days of vacation each year at no cost to the foster parent.

Payment for additional services comes with a requests from the foster parents for things like day camp, pottery classes and dance classes which continues to be available to all of our foster parents. Foster parent are informed about payment rate, payment scheduling and what to do if there are payment issues. Any problem with

payment to our foster parents takes priority. Problems with board checks will be resolved within two days. If foster parents have an issue/concern about payment; they will start with discussing the problem with the Associate Director of Foster Care (AD) immediately. If problem cannot be resolved immediately by the AD, the same process for appeals will be utilized; going up the chain of authority will be followed until problem is resolved. If the AD does not satisfy the issue of payment; foster parents can contact the Director of Community Service, Dale Petre at 217 337-9061 If still unresolved the Vice President of Programs should be contacted at 217 337-9003 and lastly the CEO, Marlin Livingston at 217 367-3728, who will make the final decision on the problem.

- a) A \$200.00 dollar start up fee is distributed to foster parents during the initial placement of child to limit any financial hardships that may come with taking on the responsibilities of caring for youth(s) placed in their home. .
- b) Foster parents continue to receive specialized training that is needed to manage the population served here at CCH.
- c) CCH strives to ensure foster parents' concerns and/or questions concerning payment are answered either by the Director of Foster Care or Cunningham's bookkeeping staff. CCH adheres to and follows through with policy/protocol regarding any foster parent disputed payments. Foster parents are instructed to use the appeal process to resolve any issues.
- d) Assistance with clothing and other needs beyond regular clothing and allowance reimbursement will be assessed for approval and disbursed to the foster parents in a timely fashion.
- e) Other (travel, respite, approved special purchases etc.) expense reimbursements to foster parents can be submitted before or on any Tuesday before noon to be processed and mailed out by the Thursday of the same week.
- f) Foster payments are notified of any increases to board payments as soon as CCH is aware of such increase by letter. CCH ensure the increase is received accordingly with the scheduled distribution on the fifth of every month.

5) THE RIGHT TO BE PROVIDED A CLEAR, WRITTEN UNDERSTANDING OF A PLACEMENT AGENCY'S PLAN CONCERNING THE PLACEMENT OF A CHILD. IT IS THE FOSTER PARENT'S RESPONSIBILITY TO SUPPORT ACTIVITIES THAT WILL PROMOTE THE CHILD'S RIGHT TO RELATIONSHIPS WITH HIS OR HER OWN FAMILY AND CULTURAL HERITAGE.

Cunningham understands that foster parents are automatically important members of the child welfare team. Foster parents understand that protecting a child's emotional attachment to their family and working closely with the case worker is essential to the agency's plan for the child. Foster parents are included in the development of the case plan. Foster parents input can include but are not limited to, sharing information about the child as it relates to the child's behavior, mood, adjustments or emotions, assessing child's medical, health, developmental and educational needs, input in developing a visitation plan and working with the team to ensure regular visits occur. Foster parents support is shown in a number of ways; they can be a part of the visits by sending pictures or camera with child to visit, transporting to visits, sharing information about child with the birth family and hosting visits in their home when appropriate.

If a child voices concern to the foster parent about something that was said or done at a specific visit; the foster parents suggestions and concerns are heard. If these concerns warrant a change in the service plan; notification by the case worker is sent via letters, phone calls or in person contact. Open communication during these meetings is of the utmost importance. Child and Family Team meetings are arranged to discuss service plan concerns and if the service plan needs to be adjusted or if additional services are necessary. Cunningham continues to respect the foster parents right to be involved in planning and the decision making process. The underlying principle for developing a service plan is to make sure decisions for the child is based on the best interests of the child and not anyone else.

- a) Foster parents are informed of court hearings, ACRs by letter and in person contact and they are also included in additional meetings or staffings related to the foster child's case.
- b) Caseworkers keep open communication with foster parents and provide direct service to the child and foster parents.
- c) Foster parents are asked to complete a foster parent letter for the Champaign County courts to review. This is one of the ways foster parents voices are heard in court as it relates to their view of the services being provided to the youth. Foster parent's are encouraged to show up in court when possible. Cunningham Children's Home case managers attach this letter to their court report.
- d) Ongoing weekly discussions are held with the foster parents regarding the child's placement and progress. Case managers encourage participation by the foster parents in IEP meetings, court hearings, ACRs, and any other meetings concerning the well being of the youth. The case managers depend on the foster parents as members of the professional team to provide up-to-date information and recommendations about the child's treatment and care.
- e) CCH foster parents are encouraged to participate whenever possible in family visits and other communication between foster children and their biological parents. Foster parents can take on an active role as an informal support system to the biological parents when appropriate.
- f) The foster parents are encouraged to communicate with the case manager regarding the child's behavior and/or emotions before, during, and after family visitation.
- g) Foster parents input into visitation is incorporated and their observations of youth reactions to visitations are heard and suggested interventions are agreed upon with the foster parents.
- h) Any outcomes during the absence of the foster parents during court, ACRs, meetings will be communicated to the foster parent via notification through letter, phone call, or face to face contact. The case worker is initially responsible for notifying the foster parent of changes in the service plan or the Associate Director when necessary.

6) THE RIGHT TO BE PROVIDED A FAIR, TIMELY AND IMPARTIAL INVESTIGATION OF COMPLAINTS CONCERNING THE FOSTER PARENT'S LICENSURE; TO BE PROVIDED THE OPPORTUNITY TO HAVE A PERSON OF THE FOSTER PARENT'S CHOOSING PRESENT DURING THE INVESTIGATION; TO BE PROVIDED THE OPPORTUNITY TO REQUEST AND RECEIVE MEDIATION OR AN ADMINSTRATIVE REVIEW OF DECISIONS THAT AFFECT

LICENSING PARAMETERS, OR BOTH MEDIATION AND AN ADMINISTRATIVE REVIEW; AND THE RIGHT TO HAVE DECISIONS CONCERNING A LICENSING CORRECTIVE ACTION PLAN SPECIFICALLY EXPLAINED AND TIED TO THE LICENSING STANDARDS VIOLATED.

Licensing Investigations

Cunningham provides the foster parents with information and training pertaining to investigations of alleged licensing violations. They are also trained on what can be appealed and what cannot be appealed. Cunningham continues to strive to bring the highest quality and the best services to all of our foster parents even when faced with investigative complaints. If at anytime a foster parent is faced with an alleged violation they are aware of their right to have anyone of their choosing present during the investigation. CCH's licensing representative completes a licensing investigation when an infraction of the 402 licensing standards has occurred.

Foster parents are issued a letter with all violations being investigated with the detailed licensing standard that has been violated. The licensing representative will follow up the notification with a home visit within two days of the letter being sent and the foster parent is aware of such. Sometimes this may be an unannounced visit made to the foster home. Foster parents may request to have an advocate/someone of their choosing to be present. If they do, the meeting will be delayed a few hours to allow the foster parents to have their advocate present. If the foster parent is in agreement the AD is present at the meeting to support them. Cunningham's Associate Director of Foster Care (AD) is present in role of supporter for the foster parent while the licensing representative completes her part. The AD also explains the investigation process thoroughly while being empathic with the foster parent about having to go through the process.

The foster parent is informed of the nature of the complaint and what the alleged violations of the 402 Licensing Standards are. Information regarding the complaint is gathered from the foster parent and other involved persons. Recommendations are made based on the findings of the investigation.

During each step of the process timeframes are followed to eliminate further stressors to the foster parent. CCH is empathic about timelines (30 days or less to complete and address complaint) of addressing the issue while at the same time maintaining open communication about what needs to take place. The foster parent will receive a written explanation of the outcome of the findings regarding the complaint.

If no violations of the licensing Standards are found in the investigation, the complaint is entered into a confidential complaint file, which is kept separated from all other information about a foster home. This complaint file is not available for review by the foster parent and the identity of the person making the complaint is not available to the foster parent as with reports made to the Hotline.

When violations of the Licensing Standards are found and the investigation determines the licensing complaint warrants a corrective action plan, the licensing representative along the Directive of Community Services, and the Associate Director will make a decision on the outcome. A certified letter describing the violation(s) is sent to the foster home. If the licensing violation is minor, the method of a corrective action can be a verbal warning, a written correction to be addressed within a short period of time.

If the 402 Licensing Standard infraction warrants a corrective action plan; the licensing representative and AD will ensure the corrective action plan addressing the violation is fully understood by the foster parent; the foster parent understand why the expectation is important; the foster parent has the training and necessary tools to meet the expectations of the plan; the foster parent knows who to ask for clarification or help if needed; the foster parent is given reasonable time to meet the expectations; the licensing representative will follow up with the foster parent to monitor improvement and communicate documentation of those improvements.

The correction action plan will clearly indicate what is required to correct the licensing violation(s), the timeframe for its completion and any provisions for further monitoring of the home. Timeframe may vary in some cases in which foster parents may need to go to training and the training may not be offered until a later date. If appropriate; additional training or clarification of expectations will be provided and documented and reviewed with the foster parent. A timeframe will be established for compliance with the Licensing Standards based on what is needed to be in compliance. The Licensing Representative is working to assist the foster parent in making the necessary corrections. Oftentimes an unannounced visit will be made to determine if the licensing violation has been corrected during the agreed timeframe.

If the foster parents disagree with the outcome of complaint investigation, they can request an informal review of the agency's decision in writing within 10 days of the postmark of the certified letter of the outcome of the complaint. At this review, the foster parents can share additional information about the licensing complaint with CCH Licensing Worker, Director of Community Services and the Supervisor who all are in attendance at this meeting.

Abuse/Neglect Investigations

When an investigation determines the licensing complaint/violation places a child at imminent risk of harm, notification of violation is abandoned and immediate action is taken that includes a call to the child abuse hotline. If the call results in a DCFS investigation, their protocol is followed by the Agency. The same supports from Cunningham as stated above are offered to the foster parent. The Department of Children and Family Services under the 89 Illinois Administrative Code 300, will promptly notify CCH, foster parent when a report has been made, when an investigation is pending and when the report has been indicated or unfounded. The Department has 60 days to complete an investigation of child abuse and neglect.

Foster parents are trained that when they are a subject of an abuse/neglect investigation they have the same rights as anyone else being investigated. They have the right to offer names of people who can substantiate their story, the right to know the circumstances surrounding the allegations, the right to know the exact allegations made against them, the right to call someone for advice before the investigator questions them and the right to have an attorney or other person present during the questioning.

Foster parents are trained to know that at the beginning of an investigation, a brochure should be included with the DCFS letter listing their rights to appeal to DCFS and the appeal deadlines. Foster parents will have the right to file an appeal personally, in writing or through a representative here at CCH within 60 days of the postmark on DCFS notice of the investigative finding. Foster parents are also trained to know that the appeal process for child abuse/neglect investigations are different from the service appeal process.

Once a written letter of appeal is received the Chief Administrative will schedule a prehearing conference at least 15 days before the date of the hearing, he will then schedule a hearing at a date within 70 calendar days after the date of receipt of the request for administrative hearing convenient for all parties and he will provide a written notice to all parties involved within 10 calendar days after receipt of request for an administrative hearing, with information on the scheduled hearing and the nature of the appeal. The foster parents continue to maintain their right to have someone present with them during the process of the administrative hearing. At the administrative hearing concerning child abuse/neglect reports the Department carries the burden of proof to justifying the refusal to amend, expunge or remove the record. The Department must prove that the evidence supports the indicated finding or that the record of report is being maintained in a manner consistent with the Abused and Neglected Child Reporting Act. All of which will be reiterated to the foster parent when having to go through the above process.

- a) When an investigation is initiated or when a complaint is received from any source, the investigation is initiated within 72 hours after receiving the complaint by DCFS interviewing the reporter, foster child, and the witnesses. DCFS generally completes a full investigation and then notifies the Cunningham Recruitment/ Licensing Worker with their findings and recommendations.
- b) DCFS explains the allegations and the procedures followed, and the foster parents will be notified of the findings of the investigation by certified letter within five days following the determination. A letter is sent to the foster parents informing them of the licensing violation and the corrective action plan recommended. If DCFS notifies CCH that a corrective plan needs to be done, CCH licensing staff works with the foster parents on a corrective action plan.
- c) DCFS investigators allow anyone of the foster parents' choosing to be present during the investigative interviews. Cunningham representation and support is available and will be presented through investigations. The licensing worker will assist the foster parents wherever possible to help understand the process.
- d) Training is available annually to foster parents on grievance policies, investigation of alleged licensing violations, foster parents' rights, and the appeal process.
- e) All foster parents are informed in a timely manner of all decisions regarding placement or continued placement of the child in their home, or any other decisions on the part of Cunningham or the Department of Children and Family Services which impact their ability to foster, and any decisions as it relates to their license.
- f) When the foster parent is notified in writing of the findings of an investigation, the corrective action is explained in the letter and the foster parent is told to contact the licensing representative or licensing supervisor (phone numbers are given) if he/she has any questions or concerns. The foster parents are also told in the letter of their right to request, in writing, an informal hearing of the findings, the request to be made to the licensing supervisor postmarked within 10 days of their notification. The right to appeal the decisions and the mediation process is fully explained and discussed with the foster parent.
- g) The Recruitment/Licensing worker updates the team concerning investigation and licensing violation and trains them regarding these procedures. All workers are informed of the foster parents' rights, and shall adhere to them.
- h) Foster parents have the right to appeal any abuse/neglect reports within 30 days on their own behalf or have the assistance of a relative, friend or CCH licensing representative or case worker.
- i) Foster parents are made aware of issues they do not have the right to appeal.

7) THE RIGHT, AT ANY TIME DURING WHICH TIME A CHILD IS PLACED WITH THE FOSTER PARENT, TO RECEIVE ADDITIONAL OR NECESSARY INFORMATION THAT IS RELEVANT TO THE CARE OF THE CHILD.

Cunningham's caseworkers are trained as to the function and responsibilities of their position when hired. Workers go through a series of orientation trainings before they actually work their position which details what

information needs to be shared with foster parents. Workers also job shadows with veteran case managers before beginning their positions. Case workers are required to meet with foster parents face to face once a month and during this meeting they have the responsibility of keeping them updated of pertinent information regarding the child placed in their care.

All information pertaining to the youth(s) care is distributed to the foster parent to assure a secure and stable foster home placement. Caseworkers are accountable and understand that failure to supply information or meet requirements of various responsibilities will result in corrective action being taken. Cunningham's therapist is responsible for helping foster parents understand each child's mental health diagnoses that will help them work with the youth effectively in the foster home.

- a) Child and Family Team meetings are utilized to ensure all pertinent information has been discussed and reviewed with the foster parent pertaining to the child placed in their care.
- b) Training on confidentiality with foster parents concerning information related to youth in care is addressed annually during foster care network meetings.
- c) Cunningham's Foster Parent Agreement is signed at the time of licensure and during re-licensure. The agreement spells out what CCH agrees to and asks the foster parents to agree to comply with DCFS policies and the 402 Licensing Standards. This agreement also includes CCH's responsibility for adhering to policy around giving foster parents the necessary information relevant to the care of the foster children in their care.
- d) Monthly face to face contact with foster parents is reviewed with case workers to ensure relevant information is being provided to foster parents and clients.
- e) At the time of placement foster parents are given the Specialized Foster Parent Handbook (Redbook) which contains general program information plus information about the child. This book contains foster parent and agency agreements, medical, educational, personal and physical information, psychological, Bill of Rights, Rule 402 Licensing Standards, daily logs, medication logs and on-call information
- f) When evaluations (psychological, psychiatric evaluation or any others) are completed on youth; case workers are reminded during supervision to make sure foster parents obtain copies.
- g) Caseworkers are responsible for explaining any reports about youth to foster parents. CCH therapist is utilized to help foster parents with understanding clinical reports.

7.5 AT THE TIME THE CASEWORKER PLACES A CHILD WITH A FOSTER PARENT OR PROSPECTIVE ADOPTIVE PARENT, OR PRIOR TO PLACEMENT OF THE CHILD, WHENEVER POSSIBLE, THE WORKER SHALL PROVIDE AVAILABLE INFORMATION NECESSARY FOR THE PROPER CARE OF THE CHILD IN WRITING TO THE FOSTER PARENT OR PROSPECTIVE ADOPTIVE PARENT.

Cunningham understands and recognizes the value of the contribution made by our foster parents when working in collaboration with our agency. CCH's commitment to maintain the highest quality of service includes developing an effective system of service planning that includes information sharing which is an effective

approach to meeting the needs of youth in care. Cunningham is aware that working for the best interest of the child means that everyone working with the child is informed of pertinent information needed to service them.

CCH's commitment to maintain the highest quality of care for the States children understands the importance of foster parents having access to all information regarding potential placement. Caseworkers are responsible for providing relevant materials such as medical history of the child including known medical problems or communicable diseases; information concerning the immunization status of the child and insurance and medical card information; educational history of the child, including any special educational needs and details of the child's individualized educational plan (IEP), Individual Family Service Plans (IFSP) when the child is receiving special education services or 504 Educational Special Needs Plan, when applicable; child's section of service plan including any visitation arrangements and all amendments or revisions, case history of the child, including how the child came into care, the child's legal status; the permanency goal for the child, a history of the child's previous placements, and reasons for placement changes, excluding information that identifies or reveals the location of any previous foster or relative home caregiver; psychological evaluation including the child's mental health diagnoses, psychotropic medications and psychiatrist who is monitoring medication and other background information pertaining to the child, including stealing behaviors, criminal history, fire setting, perpetration of sexual abuse, destructive behaviors, substance abuse history and likes/dislikes.

For advanced placements the case worker has within 10 working days of the child being placed to submit documents and information necessary for the proper care of the child in writing to the foster parent or prospective adoptive parent. The foster parents' role as professional team members entitles them to timely information along with regular updates on all information relevant to the child placed in their care. Foster parents are permitted to keep copies of all reports and other documentation as related to the child in their care. If the child's placement changes; all documentation pertaining to the child moves with them.

- a) All information submitted to the foster parents is approved by the Associate Director of Foster Care.
- b) The information that will be shared with foster parents if the information is in the possession of the supervising agency will include but not limited to: sleeping patterns, bedwetting, encopesis, nightmares, night terrors, destructive behaviors, cutting behaviors, substance abuse, likes and dislikes, suicide ideation of homicidal threatening, educational history (IEP, IFSP, 504 plans etc), visitation arrangements (for siblings, parents, relatives etc), case history, service plan (child's section), placements, reasons for placement disruptions, criminal involvement, probation information, permanency goals, SACY assessments and plans, medical records, sign consents, name and number of guardian ad litem, UIRs, social history, multidisciplinary plans and any behavior plans.
- c) During pre-placement foster parents are given information to review by the case worker on the child that is being placed in their home.
- d) If written information is not available at the time of placement (emergency placements), case managers will provide all known information verbally or in a short summary form and submit to the foster parents. Once information is obtained, case managers will provide it to the foster parents and receive signed verification of receipt from the foster parents; this verification will be placed in the file and sent to the guardian ad litem. This will be completed within 10 days after placement.

- e) To ensure case managers accountability, staff continue to be trained on the statutory changes for sharing pertinent information with foster parents.
- f) Case workers are held accountable by submitting signed verification form of receipt to supervisor upon distribution of information. Failure to abide by policy will lead to disciplinary action being taken.
- g) Foster parents have the right to review agency files of information related to the child placed in their home. Access to such files is available to them between the hours of 9am-5pm.
- h) Within 10 working days after the placement, the worker will obtain from foster parent a signed verification of receipt of information and forward a copy of this information to the GAL.
- i) Case worker will provide foster parent with a written summary of information when all pertinent information is available

8) THE RIGHT TO BE NOTIFIED OF SCHEDULED MEETINGS AND STAFFINGS CONCERNING THE FOSTER CHILD IN ORDER TO ACTIVELY PARTICIPATE IN THE CASE PLANNING AND DECISION MAKING PROCESS REGARDING THE CHILD, INCLUDING INDIVIDUAL SERVICE PLANNING MEETINGS, ADMINISTRATIVE CASE REVIEWS, INTERDISCIPLINARY STAFFINGS, AND INDIVIDUAL EDUCATIONAL PLANNING MEETINGS; THE RIGHT TO BE INFORMED OF DECISIONS MADE BY THE COURTS OF THE CHILD WELFARE AGENCY CONCERNING THE CHILD; THE RIGHT TO PROVIDE INPUT CONCERNING THE PLAN OF SERVICES FOR THE CHILD AND TO HAVE THAT INPUT GIVEN FULL CONSIDERATION IN THE SAME MANNER AS INFORMATION PRESENTED BY ANY OTHER PROFESSIONAL ON THE TEAM; AND THE RIGHT TO COMMUNICATE WITH OTHER PROFESSIONALS WHO WORK WITH THE FOSTER CHILD WITHIN THE CONTEXT OF THE TEAM, INCLUDING THERAPISTS, PHYSICIANS, AND TEACHERS.

Foster parents working in the essential roles of a professional team member needs to be a part of the service planning process and actively participate in ACRs, educational planning, court hearing and meetings related to the best interest of the child placed in their home. Being a part of the professional team means all decisions made are in collaboration with foster parents and any involved service providers according to the principle of sound social work practice. Foster parents input is needed and documented in the child's court reports and the portion of the ACR for the reviewer to have an accurate view of the case. Foster parents input continue to be of value in deciding what is in the best interest for their foster child. This brings forth the importance of foster parents role and involvement in case planning. Foster parents are included in the child and family team meetings that are often held in their homes for convenience or in the agency office when birth parents are involved. They are a part of changes being made and are consulted when changes are made that they may not have been a part of (i.e. court recommendations etc.).

Case workers notify foster parents of Administrative Case Review by phone, letter or face to face contact two weeks in advance with the time, date and location of the scheduled meeting. Case worker also ensures that foster parents get notification of Individual Educational Planning (IEP) meetings, Child and Family Team meetings, other staffings related to the child's case. Often times case workers are the foster parents second notification; DCFS sends notification about upcoming ACRs to foster parents and schools send notification about school meetings. Foster parents continue to communicate with the case manager, supervisor or director concerning service planning for the child placed in their home.

- a) As part of case managers' responsibilities, case managers notify foster parents verbally or in writing of any appointments or cancellations of ACR's, court hearings, school meetings, CAYITs and psychiatric appointments.
- b) Foster parents are encouraged to participate in all meetings pertaining to the child; meetings are not limited to list above. Foster parents are provided a variety of opportunities to voice their concerns. If foster parents are not able to attend appointments, arrangements are made for them to call in or write a letter.
- c) Case managers notify foster parents in writing or verbally during home visits of any outcomes from court, ACRs, CAYIT, and meetings, etc.
- d) Case managers request foster parents' input, and give it full consideration when it is given regarding the children placed in their homes.
- e) Foster parents are informed of CCH's open door policy (appointments are not necessary) when they are concerned about issues affecting their foster child. Any time foster parents are not in agreement with an outcome, reminders are given about the appeal process with assistance provided by Cunningham.
- f) Continued documentation of foster parents' input through Child and Family Team Meetings and during home visits is utilized by CCH staff when preparing all reports.
- g) Information continues to be shared during the matching process about the child's family, especially if it impacts the child's emotional, medical, behavioral, and overall wellbeing.
- h) Case managers utilize the DCFS SACWIS tickler system and notify foster parents of upcoming ACRs.
- i) CCH's nurse is responsible for notifying foster parents to make annual doctor appointments and dentist appointments.
- j) If foster parents cannot attend an ACR, court hearing or any other planned meeting; case worker will notify them with the outcome within 24 hours of the meeting.

9) THE RIGHT TO BE GIVEN, IN A TIMELY AND CONSISTENT MANNER, ANY INFORMATION A CASEWORKER HAD REGARDING THE CHILD AND THE CHILD'S FAMILY WHICH IS PERTINENT TO THE CARE AND NEEDS TO THE CHILD; AND THE MAKING OF A PERMANENCY PLAN FOR THE CHILD SHALL BE LIMITED TO THE INFORMATION THAT IS ESSENTIAL FOR UNDERSTANDING THE NEEDS OF AND PROVIDING CARE TO THE CHILD IN ORDER TO PROTECT THE RIGHTS OF THE CHILD'S FAMILY. WHEN A POSITIVE RELATIONSHIP EXISTS BETWEEN THE FOSTER PARENTS AND THE CHILD'S FAMILY, THE CHILD'S FAMILY MAY CONSENT TO DISCLOSURE OF ADDITIONAL INFORMATION.

Cunningham understands the importance of providing information related to children in the foster parents care on a consistent basis. It is necessary to share information about a youth to facilitate the provision of appropriate services and care provided by the foster parent. Distribution of pertinent information to the foster parent is

important in promoting safety, permanence, the well being and health of the youth in their care. The gathering and distribution of such information is the caseworker primary responsibility.

Foster parents understand that client information may be disclosed to them without consent of the youth in care for purposes of meeting their needs. The foster parent(s) understand and maintain the confidentiality of information obtained from CCH. Full disclosure of information pertaining to the youth in their care is consistent. Foster parents are privy to all information pertaining to the child in their care; they are not privy to confidential information pertaining to the birth parents. Information on the child's family is only given if it is pertinent to meeting the needs of the child. Information that is given to foster parents is, but not limited to: psychological evaluation along with the psychologist recommendations, IEP, placement history, reason in care, present and past behaviors, medical and physical information, social history, most recent court report, signed consents, unusual incident reports, school transcripts and the most recent mental health assessment.

- a) The Associate Director reviews information with foster parents as it pertains to understanding the child's mental health diagnosis, medication etc. The therapist also helps foster parents with interventions that may be helpful when dealing with a certain behavior related to a child's mental health.
- b) If foster parent has built a rapport with the birth family and the birth family approves by signing consents that information specified can be shared with the foster parents, CCH will comply. Consenting parent will decide on the method of verbal informing or documented reports.
- c) Foster parents are trained to follow though with the Agency's Confidentiality policy.
- d) CCH ensures that all case managers and foster parents receive training in confidentiality and
- e) When a child's family has consented to disclosure of additional information to the foster family, and chooses to longer give such information; foster parents will be informed of the birth family decision and CCH will comply with their wishes.
- f) Case managers review the child's information with the foster parents during the first visit to the foster home.
- g) Case managers are required to visit a child new in placement within three days after the child is placed.
- h) Pre-placement visitation is scheduled in the home of the foster parents if both the child and potential foster family agree there is a good match. If desired by either the child or foster family who feels visitation is unnecessary, placement will be considered at that time.
- i) Foster parents are asked to sign a placement agreement that states they understand that all information about the foster child and his/her family is confidential and cannot be shared with anyone outside the treatment team.

10) THE RIGHT TO BE GIVEN REASONABLE WRITTEN NOTICE (i) OF ANY CHANGE IN A CHILD'S CASE PLAN, (ii) PLANS TO TERMINATE THE PLACEMENT OF THE CHILD WITH THE FOSTER PARENT, AND (iii) THE REASONS FOR THE CHANGE OR TERMINATION IN PLACEMENT. THE NOTICE SHALL BE WAIVED ONLY IN CASES OF A COURT ORDER OR WHEN THE CHILD IS DETERMINED TO BE AT IMMINENT RISK OF HARM.

Cunningham has responsibilities to our foster parents before a child is placed with them, at the time of placement, during the youths stay, and when a child has to be removed from their home. During the licensing process the licensing representative assess the family's strengths and weaknesses. All efforts are made to train, prepare foster parents prior to and during placement. In the event the Department/Cunningham determine that a child should be removed from a licensed foster home; a written 14 day notice of removal is sent to the foster parent. The Notice of Change in Placement is written and mailed to the foster parents explaining why the decision to change placement is being made. If the child is at imminent risk of harm or the removal is court ordered the 14 day notice is not applicable.

If the foster parent is in disagreement with the removal; they are reminded of their right to appeal and the process through the appeal along with information on the emergency review process. Foster parents are reminded that an emergency review allows DCFS to make a temporary decision based on a concern that imminent risk of harm may come to a child while their case is in the service appeal process.

Foster parents are trained yearly and during a removal will be reminded that they can request an emergency review within 10 days from receiving the notice of decision in which they may be able to stop the Department from acting on its decision until their case has proceeded through the service appeal process (done if child not at imminent risk). To request an emergency review they would send a written request within 10 calendar days of the date on the notice of decision to the address below. Their letter would include their name, address, phone (day and evening number), Cunningham's name as the agency, Child's name and DCFS ID#, child's date birth, caseworker's name and phone number and what they are requesting (i.e. mediation, emergency review, fair hearing) and a short summary of decision and issue to be addressed.

Foster parents may request a service appeal in writing within 45 days from receiving the notice of decision. They would send the letter to request a service appeal to: Administrative Hearings Unit, Department of Children and Family Services, State of Illinois Center, 310 S. Michigan, 10th Floor, Chicago, IL 60604 or call (312) 814-5540.

- a) The Associate Director of Foster Care will assist the foster parent with the steps necessary for the appeal process.
- b) The Associate Director will assist in preparing a written letter and a statement indicating the foster parents wish to appeal and what they are appealing. This request will include but is not limited to what they would like done to resolve the problem, summary stating their position on DCFS decision and other information the foster parent feel DCFS should consider when reviewing their case.
- c) Cases that are reviewed through CAYIT may determine clinical areas of concern that may affect placement, with DCFS deciding what placement is in the best interest of the child.
- d) The foster parent will be informed immediately by the Associate Director or case worker of any decisions made to change placement and the reason for the change.

11) THE RIGHT TO BE NOTIFIED IN A TIMELY AND COMPLETE MANNER OF ALL COURT HEARINGS INCLUDING NOTICE OF THE DATE AND TIME OF THE COURT HEARING, THE NAME OF THE JUDGE OR HEARING OFFICER HEARING THE CASE, AND THE RIGHT TO INTERVENE IN COURT PROCEEDINGS OR TO SEEK MANDAMUS UNDER THE JUVENILE COURT ACT OF 1987.

Cunningham trains foster parents to know they have important rights and responsibilities in court. Foster parents take on the role of supporter for the foster child during court appearances when appropriate. They advocate for the best interest of the child by providing the court with information about the child's placement and the child's temperament. The foster parents have the right to receive notice of all court dates by the case manager through written, verbal or face to face contact. Notification is usually given two weeks or more in advance to enable attendance by the foster parent. Foster parents are also informed that sometimes hearings are set on a short notice when emergency occurs. Foster parents are informed if they do not receive notice of court hearings they can contact the case workers supervisor. If case workers continue to fail to notify foster parents of proceedings than correction action steps are taken. To hold the case worker and agency accountable for giving notice of such proceedings; if foster parents still are not receiving notice they can contact the DCFS Advocacy Office for Children and Families for assistance at 1-800-232-3798.

Foster parents also have the right to be heard in juvenile court. Foster parents are asked to complete a foster parent letter or they can request to be heard when they have important information for the judge before the judge makes an important decision about the needs or the future of the child. If the foster parents are denied the request to be heard at a court hearing; they can file a writ of mandamus within 30 days of the hearing. The foster parent should have an attorney file the Writ of Mandamus on their behalf (child's GAL can file). If The mandamus is granted it will allow the foster parent to be heard in court.

- a) Foster parent are trained about the possible questions they may be asked in court (i.e. have there been any changes in the child's behavior or physical condition since placement, question related to foster parent letter submitted etc.).
- b) Foster parent are reminded of the mandated reporter status and their duty to inform the court and the Department of any disclosure of abuse by the child in their care.
- c) Upon notification of court date, the case manger informs the foster parents in writing of the date, time, court location, court room and judge's name.
- d) All court proceedings are discussed with the foster parent before and after the date to explain the process and possible results of the court date.
- e) Foster parents are trained of their rights in court proceedings, and any court related issues and legal representation. Foster parents are asked to complete a narrative form that is attached to the court report.
- f) Transportation is available to any foster parent who wishes to attend the hearing and does not have transportation.

12) THE RIGHT TO BE CONSIDERED AS A PLACEMENT OPTION WHEN A FOSTER CHILD WHO WAS FORMERLY PLACED WITH THE FOSTER PARENTS IS TO BE RE-ENTERED INTO FOSTER CARE, IF THAT PLACEMENT IS CONSISTENT WITH THE BEST INTEREST OF THE CHILD AND OTHER CHILDREN IN THE FOSTER HOME.

Cunningham understands the importance of placement being consistent with the best interest of the child while utilizing the principles of social work practice. Foster parent are clear of the right to be considered as a placement option if a former child placed re-enters care. Upon return home of a child the foster parents have let the court know of their commitment of providing permanency if the child return home fails. Cunningham has two foster homes who clearly want to provide for the children if they return to care. Their statements are documented in court reports, service plans, case notes in the SACWIS system and made known to child's GAL. Best social practice would mean that CCH will be supportive of this type of relationship the foster parent may have with the child. CCH determines what is the best interest of the child during these situations utilizing the principles of sound social work practice. The importance of maintaining continuity in the life of the child if the return home goal fails is essential to the child's well being. Because of this type of commitment by the foster parent; the first family CCH contacts as possible re-placement would be the previous foster parent.

The foster parent understands the right to intervene to request that the child be placed in their home through the court system, if a child return home fails. The foster parent may petition the court to intervene for the sole purpose of requesting that the child be placed with them. To be eligible to intervene the foster parent must have been the former foster parent of the child and had them placed at least one year or more. The foster parent must not be the subject of any indicated report of abuse and neglect to make such requests.

Foster parents understand they can access the DCFS appeals system when necessary when re-placement is in the best interest of the child. (See foster parent law #10 for steps to appeal process). If it is CCH who is making the decision to re-place a youth careful consideration is given to the child's mental health needs and the foster parent's ability to meet those needs. CCH would develop a plan to assist foster parent to meet the needs of the child who will probably be experiencing grief and loss issues related to being moved again from his/her parent.

- a) CCH will consider/respect youths who are old enough to voice their desires for re-placement with previous foster parent.
- b) CCH will comply with licensing and capacity standards when considering re-placements and request appropriate approvals if necessary for re-placement.
- c) Full consideration is given to former foster parents when a child reenters care. The best interest of the child takes precedence during this decision.
- d) The availability of previous foster parents will be assessed along with added supports that may be necessary for the foster parents.
- e) If a clinical decision was made for a child to step up to residential, contact with the child is usually maintained by the foster parents, assuming it is in the best interest of the child. Foster parents remain a visitation resource for the child.

13) THE RIGHT TO HAVE TIMELY ACCESS TO THE CHILD PLACEMENT AGENCY'S EXISTING APPEALS PROCESS AND THE RIGHT TO BE FREE FROM ACTS OF HARRASSMENT AND RETALIATION BY ANY OTHER PARTY WHEN EXERCISING THE RIGHT TO APPEAL.

Cunningham continues to be committed to offering the best possible services to our foster parents. These services are aimed at respecting their rights and the ability to be informed of what to do when they feel those rights have been violated. Cunningham continues to remind and train our foster parents on the appeal process and the steps needed to access an appeal. Foster parents have on hand materials that will guide them through the process (i.e. specialized foster parent handbook, included with sections on how to manage disagreements and what they need to know about appeals).

Cunningham is committed to a work atmosphere free of harassment, offenses or harassing behavior against any of our foster parents. Harassment is considered a form of employee misconduct that will not be tolerated at CCH. Disciplinary action will be taken against any employee engaging in this type of behavior.

- a) Cunningham continues to provide a timely system of the appeals process to the foster parents. Foster parents are provided with phone numbers to the DCFS Administrative Hearing Unit, Advocacy Office, and Office of Affirmative Action if they feel discriminated against.
- b) Cunningham does not tolerate any acts of harassment or retaliation of foster parents by any members of the foster care team. Adversarial relationships between all members of the foster care team will not be tolerated. Emergency team meetings are arranged for quick resolutions of any disputes as written in Grievance Policy and Procedures.
- c) Foster parents are trained that if they are not satisfied with decisions, an appeal can be taken through the CCH organizational chain of command to the CEO. Mediation will be provided if needed in resolving any issues.
- d) Cunningham will advocate for foster parents' rights and concerns in the case of any disagreement or dispute with DCFS when appropriate.

14) THE RIGHT TO BE INFORMED OF THE FOSTER PARENT HOTLINE ESTABLISHED UNDER SECTION 35.6 OF THE CHILDREN AND FAMILY SERVICES ACT, AND ALL OF THE RIGHTS ACCORDED TO FOSTER PARENTS CONCERNING REPORTS OF MISCONDUCT BY DEPARTMENT EMPLOYEES, SERVICE PROVIDERS OR CONTRACTORS, CONFIDENTIAL HANDLING OF THOSE REPORTS, AND INVESTIGATION BY THE INSPECTOR GENERAL APPOINTED UNDER SECTION 35.5 OF THE CHILDREN AND FAMILY SERVICES ACT.

Foster parents are trained that the DCFS Hotline is available to take reports of abuse or neglect 24 hours per day, 7 days a week from anyone who has information about suspected abuse or neglect. Foster parents are also aware of them being mandated reporters and that they should call the DCFS HOTLINE at 1-800-252-2873 if they have cause to believe that a child known to them in their professional capacity, is being or maybe abused or neglected.

- a) Foster parents are trained on the legal requirements for all mandated reporters.
- b) Informed of their rights as a mandated reporter (i.e. right to notification of findings and requesting

a second review within 10 days).

- c) During Foster Pride/Adopt Pride Training foster parents receive written information about the foster parent Advocacy Office. Foster parents receive a DCFS Foster Parent Handbook with the Advocacy Office phone number and they receive the same information in their Redbook issued by Cunningham.
- d) Information/education is provided to foster parents concerning the Illinois Inspector General who investigates allegations of misconduct and violations of rules, policies and procedures by employees. They are informed the Inspector General also investigates incidents in which abuse is the suspected cause of death for children who have had prior involvement with the Department. Foster Parents can reach the Office of the Inspector General by calling 1-800-722-9124, M-F, 8:30am-5pm.
- e) Foster parents are provided with telephone numbers listed in their Redbooks that will assist them in making a hotline call due to employee misconduct.

FOSTER PARENTS' RESPONSIBILITIES

15)(1) The responsibility to openly communicate and share information about the child with other members of the child welfare team.

As members, the relationship between the foster parent and case manager is one of support and mutual respect which generates an atmosphere to discuss difficult behaviors/issues involving the child in their care. Foster parents make every effort to inform case managers of the youth's behaviors/issues, medication refusals, problems and the progress they make. Foster parents maintain a trusting working relationship with service providers through open communication where both collaborate to meet the needs of the youth in their care. Foster parents are encouraged to maintain close contact with service providers. Training on the types of information that is of importance to share with CCH are incident reporting information (i.e., sexually problematic behaviors, medication refusal, medication errors, suspension/expulsion from school, arrests/charges/crimes committed by youth, runaway, property damage, physical aggression, suicide attempt/ideation, suspected alcohol or drug abuse, pregnancy, victim of assault, accident and any violations of court orders etc). Training also covers foster parents communicating significant behavioral changes that would warrant service plan adjustments of additional services.

Foster parents will take the responsibility to:

- a) Store daily logs/documentation in their Specialized Foster Care binder and communicate all pertinent information with agency providers.
- b) Foster parents will make themselves available to the caseworker with any concerns related to foster child.
- c) Foster parent will share all information that impacts the youth's treatment plans or care.
- d) Foster parents will maintain daily logs of unusual behavior patterns.
- e) Foster parents will communicate their concerns about their ability to handle a specific behavior to ensure appropriate training or coaching is available to them.

16) (2) The responsibility to respect the confidentiality of information concerning foster children and their families, and act appropriately within applicable confidentiality laws and regulations.

Rule 431 and 402.24 Confidentiality of Personal Information of Persons served by the Department of Children and Family Services are discussed regularly at the foster parent network meetings. Access to both are available to foster parent in their red books. Foster parents are aware of the legal ramifications of releasing confidential information about children and their families. The foster parent agreement outlining responsibilities' as it relates to confidentiality is signed by every foster parent at Cunningham. Case managers, Director and other CCH service provider models respect for confidentiality rules when interacting with the foster parent by not disclosing information about the child's family or information about the foster family to the birth family.

Foster parents will take the responsibility to:

- a) Store and file away any confidential information pertaining to the youth residing in their home.
- b) Will only discuss issues of confidentiality and regulation laws with their caseworker.
- c) Attend trainings on confidentiality.
- d) Will not share personal information about a youth's case unless they have consent signed to do so.
- e) Make sure they have clear understanding of what can be shared with schools, teachers, doctors and other community service providers.

17)(3) The responsibility to advocate for children in the foster parent's care.

Educational Advocacy:

Foster parents are provided with 6 hours of Educational Advocacy Training to advocate for the best interest of the children placed in their care. Foster parents are the educational advocate for each youth placed in their home. Foster parents have the authority and responsibility to protect the educational rights of any youth in their home eligible for special education whose legal guardian is Jean Ortega-Piron. In conjunction with training foster parents are given support to advocate for youth from CCH staff.

Foster parents will take the responsibility to:

- a) To Request a case study evaluation on youth when deemed necessary.
- b) Seek advice, when necessary to advocate for the youth needs.
- c) Ensure understanding of the youth educational needs, including the child's strengths, abilities and interests.
- d) Sign all consents for case study evaluations, individual education plans, educational reevaluations and eligibility conferences.
- e) Negotiate for appropriate special education services.
- f) Communicate with case manager regarding the youth educational needs.
- g) Attend education meetings, Individualized Education Program (IEP) and eligibility conferences.
- h) Participate in due process hearings related to the youth's needs.
- i) Enroll youth within two days after placement in school.
- j) Make calls or regular visits to youth school.

- k) Work as a team with youth case manager in meeting educational needs.
- l) Represent youth in a positive manner.

Court Trainings:

Foster parents receive training on their role in juvenile court, guardian ad litem responsibility to represent youth, their role to advocate for the youth best interest in court by providing important information about the youth. They are also trained on knowing and understanding juvenile court child protection proceedings and delinquency proceedings. The Juvenile Court Act, an Illinois law, governs all juvenile court proceedings. The following rights are given to foster parents under this Act. Foster parents have the right to be notified of all court dates, request to be heard in court, file a Writ of Mandamus when denied the request to be heard. Training consists of foster parents taking on two roles; one as an advocate for the foster child’s best interests and another as the support of their foster child during court appearances. They are trained to know and understand the juvenile court child protective proceedings and delinquency proceedings. Foster/Adopt Pride training explains the importance of participating in court hearings.

- a) To support youth who must appear or testify in court.
- b) Advocate for the foster child’s best interests in court by providing information about the youth and their need for services.
- c) Contact the Child’s Guardian Ad Litem, if youth is ever subpoena to testify in court.
- d) Keep abreast of what is going on with youth juvenile court case.

Service Appeal

Foster parents receive ongoing training on the service appeal process in which IDCFS brochures are handed out to them. They are trained that a service appeal is a two step process which begins with mediation and an administrative fair hearing. Foster parents are trained on their right to request an emergency review. A service appeal brochure is available and is given to each foster parent in their foster parent handbooks and again during network training on the topic. Cunningham also ensures that foster parents know CCH policy on utilizing the chain of command if they feel their concerns are not being heard or being considered.

Foster parents will take the responsibility to: Service Appeals

- a) To put in writing an appeal letter on a decision to change the foster youth placement, decision about services, decision the directly affect foster parent, failure to provide services agreed to in the service plan.
- b) To voice other types of complaints to CCH chain of command.
- c) Contact DCFS Advocacy Office for additional support when necessary.

Participation in ACR, Court hearings, staffings:

Foster parents are encouraged to participate in ACRs, Court hearings, staffings, Child and Family Team meetings. Working as a member of the team requires meetings to assess what reasonable efforts have been taken to help the youth with achieving his/her permanency goal. Foster parents are aware to understand that participating in the above meetings is a part of the client service planning towards successful goal achievement. Foster parents understand through training that they have important firsthand information about the youth in their care, which needs to be communicated.

Foster parents will take the responsibility to:

- a) Verbalize any needs for further services that are not in the service plan.
- b) Communicate the opinions and wishes of the foster youth under twelve years of age or older youth who cannot attend.
- c) Utilize staffings and child and family team members to inform team of the safety and well being concerns of the youth placed in their home.
- d) Ensure the service needs, mental health needs, physical needs and emotional needs are being met by service providers at Cunningham.

18) (4) The responsibility to treat children in the foster parents' care and the children's families with dignity, respect, and consideration.

Network trainings are used to address the topic of dignity and respect as it relates to youth in CCH foster homes. Foster parents are trained to understand how treating their foster child with dignity and respect provides the youth with a sense of self worth. Foster parents are trained that respect for youth in care begins with healthy communication. Open communication connects and builds strong relationships between them and the youth which enables the youth to develop healthy concepts and good relationships with others. Youth treated with dignity and respect helps them to move forward in the healing process. In nature the foster parents are treated with dignity and respect which becomes reciprocal factor to the youth in their care. Weekly monitoring by case managers are done in the foster home to ensure the safety and well being of the youth. One of the meetings are face to face with the foster parent to address any concerns within the foster home. Foster parents are also reminded of what they've learned from the foster pride trainings in the area of respecting children and their families. Some aspect of CCH training reiterates the contents of putting themselves in the role of the families in care who are needing someone to care for their loved one and what they would want from the caregiver. Most foster parents agreed that respect was at the top. Cunningham staff continually model what dignity, respect and consideration looks like in our daily interactions with children and their families.

Foster parents will take the responsibility to:

- a) Make themselves available for monthly contact with case manager.
- b) Separate problems behavior from emotional disturbances
- c) Reinforce positive behaviors with praise and positive comments.

- d) Anticipate problems before they come up and maintaining respect towards youth during times of difficulty.
- e) Let youth know how much they respect them by ensuring their needs are being met and that they are heard.

19) (5) The responsibility to recognize the foster parent's own individual and familial strengths and limitations when deciding whether to accept a child into care; and the responsibility to recognize the foster parent's own support needs and utilize appropriate supports in providing care for foster children.

Cunningham's mutual assessment process begins during orientation to the program. The foster parents who are members of our professional team partake in the assessment process. The team looks at their whole family; birth children, dynamics of the home, strengths, limitation, weaknesses, personalities, supports they can provide and supports needed to manage a particular youth. Foster parents self awareness and the assessment process that goes along with it is on going. Foster parents through open communication have the opportunity to get their questions answered or get information clarified. As foster parent skills, knowledge and wisdom matures, their ability to manage youth is more tolerable. CCH licensing representative works with new foster families to assess gender, age and type of behavior/emotional problems that can be handled by their family. Working together as a team through training, role playing, communication, full disclosure of information on youth helps CCH to place based on strengths and to identify the support needs that need addressed before placement. On going trainings build on the foster parent's strengths and provide an opportunity for skill building in other areas.

Foster parents will take responsibility to:

- a) Understand and adhere to own limitations when deciding on placement of a youth.
- b) Assess their ongoing individual training needs.
- c) Understand their reactions to problem behaviors.
- d) Know the impact fostering have on family relationships and to minimize the stress as much as possible.
- e) Understand their own triggers as well as the youth.
- f) Communicate issues affecting their family that might preclude placement of a particular youth.

20) (6) The responsibility to be aware of the benefits of relying on and affiliating with other foster parents and foster parents associations in improving the quality of care and service to children and families.

During network meetings, time is set aside for foster parents to network and offer internal support to one another. Foster parents continue to be encouraged to seek other supports through other agency where groups are facilitated. Attending statewide conferences are also an option. Foster parents recognize the support of other foster parents is vital to increasing their knowledge and fostering skills. Cunningham also offers the same trainings to foster parents licensed by other agencies to give them an opportunity to earn training hours and to network with our licensed foster parents.

Foster parents will take responsibility to:

- a) Affiliate with other foster parents and foster parent associations in improving the quality of care and services to youth and their families.
- b) Utilize foster parent resources, as well as additional information regarding joining with other foster parents in local and statewide associations.

21) (7) The responsibility to assess the foster parent's ongoing individual training needs and take action to meet those needs.

Foster parents continuously give request pertaining to their training needs and interest during the network meetings. Cunningham utilizes an open forum where foster parents can discuss training needs. CCH place a high priority on providing ongoing training for our foster parents. Foster parents who have high skills in a specific area are encouraged to train alongside of trainers during network. Cunningham offers a total of 19 to 20 training hours a year. Foster parents are required to attend 10 training hours a year due to the population of youth served at Cunningham. CCH utilizes the methods of communicating their training interests and needs. Generally, through self assessments, foster parents are able to express their training needs. Their learning needs are expressed in more detail when there are specific life events or problem resolution methods being sought out. Since foster parents are asked to take an active role in their learning; self assessments are used often. Also needs are assessed through weekly contact by case managers. Once there is a training need identified, CCH training staff seek out trainings or develops trainings to meet their needs.

Foster parents will take responsibility to:

- a) Continually reassess their limitations, skills and weaknesses.
- b) Assist Cunningham with planning to gain additional training to address identified weaknesses.
- c) Seek out Foster/Adopt Core Module Trainings with DCFS to help with skill development.
- d) Help train other foster parents in individual skilled areas.
- e) Take an active role in own learning experiences.

22) (8) The responsibility to develop and assist in implementing strategies to prevent placement disruptions, recognizing the traumatic impact of placement disruptions on a foster child and all members of the foster family, and the responsibility to provide emotional support for the foster children and members of the foster family if preventive strategies fail and placement disruptions occur.

Early detection through the assessment process is determined if youth behavior, emotional or mental health issues will create placement disruption. Cunningham has what we term as veteran foster parents whose skill level and availability lessen the risk of disruptions with youth sabotaging behaviors. If the youth has a history of running behaviors a special plan is put into place to try to limit those behaviors. Cunningham makes every attempt to prevent placement disruptions. In training foster parents are reminded of the lifelong effects of trauma and what it looks like in the population we serve. The effects are seen in their difficulties of establishing and maintaining relationships, running behaviors, school failures, substance abuse etc. Often crises occur where hospitalization is

necessary to stabilize a child and foster parents are trained to understand this is also one of the support services available to our foster children.

If preventive strategies fail; the case manager prepares youth to go before the CAYIT committee for support, service recommendations and to look at the level of care for youth. Youth and foster parents are present to voice their concerns and needs to DCFS representatives and to be a part of the plan to stabilize youth disruptive behaviors. Foster parent is also offered supports through family counseling if deemed necessary. If placement is still unsuccessful, foster parents are expected to notify the case manager, or supervisor and provide a written 14 day notice of decision to have the child removed from their home.

Supports are offered through Cunningham's 24 hour on call system which is available during crisis after hours for placement stabilization. Respite is available when placement cannot be stabilized during after hours. Generally for youth who present disruptive behaviors, consistency is important; the same respite provider will provide care during times of need. When crisis occur where hospitalization is necessary; CCH on call person notifies SASS to determine if youth is unsafe to stay in placement.

Cunningham's foster parents are continually educated on the importance of stability in the foster youth's life and the trauma the youth experience with each disruption in placement. Foster parents have been trained on running behaviors and positive responses necessary for youth.

Foster parents will take responsibility to:

- a) Document behavior pattern of youth.
- b) Communicate behaviors problems to case manager at their earliest detection.
- c) Utilize agency supports (i.e. on call, therapist, respite care, SASS services, network supports etc.)
- d) Communicate training needs that may arise to handle presented behaviors.
- e) Communicate when own limitations are being challenged.
- f) Utilize other foster parents to help them through difficult times.
- g) Utilize case manager's weekly visits to home to express needs.
- h) Request additional Child and Family Team meetings for support.

23) (9) The responsibility to know the impact foster parenting has on individuals and family relationships; and the responsibility to endeavor to minimize, as much as possible, stress that results from foster parenting.

Cunningham understands that being a parent can be one of life's joyful and rewarding experiences but there are times in everyone's life when the demands causes stress. The additional stress that comes from fostering the population of children served at CCH can at times make foster parents feel stressed out. Cunningham continues to train foster parents and staff on ways to cope so that they don't feel overwhelmed. They are trained that stress becomes a problem when they feel overwhelmed by the things that happen and those things become to much to

handle. They are trained on the signs of mental and emotional stress, but this begins with awareness and understanding of what makes them feel stress personally.

They are trained that we all have reactions to life's events which are based on our own personal histories. For the most part we will never completely understand the deep down causes of all of our feelings. Our feeling of stress comes from deep inside ourselves and how we respond to it is contingent upon our ability to cope. Skill building comes when foster parents can understand that it's not the child's fault how they respond to stressors/events that triggers stressors.

Training is ongoing in this area as we all come to maintain a certain level of self awareness in our efforts to manage the population served at Cunningham. Foster parents continue to utilize network training as the avenue to communicate their frustrations and really look at themselves to understand their reactions to the stressful events. Case managers and therapist are trained to detect stress level of foster parents and to encourage respite care. Foster parents are also trained on involuntary holds on further placements to allow a break, to prevent burnout and to avoid placement disruptions. The voluntary hold is requested in writing and submitted to CCH recruitment and licensing worker. Counseling from CCH therapist is also available to foster parents if necessary.

Foster parents have the responsibility to:

- a) Make time for themselves; reserve time for own personal activities.
- b) Take care of own personal health (mental, emotional and physical).
- c) Utilize respite
- d) Talk to someone
- e) Learn some ways of unwinding to manage tension and communicate feelings.
- f) Utilize network group to voice frustration and to gain support.
- g) Recognize own stress triggers.
- h) Request an voluntary hold when needed to eliminate additional stressors.
- i) Request meeting with agency therapist or Ass. Dir. Of Foster Care when overwhelmed for moral support or direction.

24) (10) The responsibility to know the rewards and benefits to children, parents, families, and society that come from foster parenting, and to promote the foster parenting experience in a positive way.

Cunningham continues to be supportive of foster parents through events and acknowledgements during foster appreciation month and holiday activities. During CCH foster parent Christmas party; gifts of appreciation are given to every member of the foster family. They are acknowledged for their dedication and commitment to the fostering experiences. Our foster parents have been a part of our local televised advertisement commercials and are aware of the public relations aspect of fostering. They know that CCH is highly publicized in the community. Foster parents have become CCH own walking advertisement when it comes to recruiting other foster parents. Cunningham provides them with a finders fee when they successfully recruit other foster parents. Cunningham

continuously utilizes their public relations department to keep our community aware of the services we provide to the community.

Foster parents have the responsibility to:

- a) Attend events/activities that acknowledge and support them.
- b) Participate in ongoing in service training and other meetings related to foster parent experiences.
- c) Be apart of the advertisement promotions that promote foster care positively when asked.

25) (11) The responsibility to know the roles, rights, and responsibilities of foster parents, other professionals in the child welfare system, the foster child, and the foster child's own family.

Foster parents are introduced to the roles each member of the child welfare team plays during the Foster/Adopt Pride training. CCH foster parents are trained on their roles from the Foster Parent Law which clearly provides a clear job description of their responsibilities. Working with the team at Cunningham helps them further define their role within the child welfare system by utilizing them as full participants in the planning process of the youth placed in their care. As members of the professional team, foster parents have a shared responsibility to openly communicate with other members of the child welfare team through trainings and meetings.

Foster parents are utilized as co-trainers along side of the Associate Director of Foster Care during some network meetings. Staff are a part of the annual training with foster parents on the rights and responsibilities outlined in the Foster Parent Law. Cunningham's foster parents continue to utilize our open door policy to communicate concerns. Their voice and opinions are recognized in the agency through feedback during foster parent meetings. Their feedback is incorporated into our annual implementation plan which is review by each foster parent. Foster parents voices are heard during the service planning process which they are a part of. Foster parents voices are heard when voicing their ideals and needs for specific trainings. Foster parents voices are heard and recognized because they are a part of the professional team hear at Cunningham and their voice matters.

Foster parents have the responsibility to:

- a) Be committed to the goal of the child welfare program.
- b) Must promote the best interest of the children and families served by Cunningham.
- c) Maintain a level of conduct, ethics and demeanor expected of all other members of the child welfare team.
- d) Voice their opinion within the agency's management team.
- e) Attend Training and participate in co-training when asked.

26) (12) The responsibility to know and, as necessary, fulfill the foster parent's responsibility to serve as a mandated reporter of suspected child abuse or neglect under the Abused and Neglected Child Reporting Act; and the responsibility to know the child welfare agency's policy regarding allegations that foster parents have committed child abuse or neglect and applicable administrative rules and procedures governing investigations of those allegations.

Foster parents through training understand their role and other professional roles are required by law to report any and all suspected child abuse or maltreatment. They are trained during foster/adopt pride training on the legal requirements of all mandated reports. The DCFS Abuse/Neglect Hotline number 800 25 ABUSE is listed in their foster parent handbook given in Pride Training and the Redbook given to them from Cunningham. Reporting incidents on youth disclosing sexual abuse, physical, emotional abuse to foster parents and the procedural steps to take are known by both staff and foster parents through ongoing training. Foster parents are trained that complaints about foster homes being in violations do occur and when they occur, it is investigated by the licensing representative. They are trained of this first in the foster pride/adopt pride training. They are trained on the process from when the complaint is received, factual information about the complaint is collected by the licensing representative and the investigation begins within two working days of the date the complaint is received. They are trained in the possible outcomes of the complaint and if they disagree they can request an informal review in writing within ten days of receiving a letter informing them of the outcome of the complaint.

Foster parents have the responsibility to:

- a) Follow the licensing rules on reporting, sexual, physical, emotional, mental abuse and neglect.
- b) Sign and abide by the signed acknowledgment of mandated foster parent reporter status
- c) Attend all trainings involving allegations against foster families including but limited to sexually abused children.
- d) Read and sign the foster parent agreement which validates your understanding of your responsibility as a mandated reporter to comply with Child Protection legislation by reporting suspected abuse and or neglect immediately.
- e) Agree to allow licensing representative to investigate any violation complaints.

27) (13) The responsibility to know and receive training regarding the purpose of administrative case reviews, client service plans, and court processes, as well as any filing or time requirements associated with those proceedings; and the responsibility to actively participate in the foster parent's designated role in these proceedings.

Foster parents are trained to know the joint process of working as a team for the permanency planning of the youth placed in their home. They are trained and understand that permanency planning process is crucial and directed in the best interest of the child, the health and safety of the child, a child's sense of time governs the permanency timetable and the birth parents must make substantial progress in correcting the conditions that led to foster care. Foster parents realize to be a part of this process they need to be a part of the juvenile court process, and Cunningham's service plan development and administrative case reviews of case progress. Notification of upcoming ACRs, court hearings along with ongoing information is provided to the foster parents to keep them aware of the permanency processes and encourage their participation.

Foster parents have the responsibility to:

- a) Make the wishes and opinions of their foster child (under 12) known at court and ACRs.
- b) Communicate concerns/need for new services that are not in the service plan.
- c) Communicate with service providers if they see problems with the quality of services being provided or if services in the service plan are not being provided.
- d) If they disagree with any portion of the service plan, including amendments made by the Administrative Case Reviewer they may request a decision review within five working days after the ACR by sending a written request to DCFS Deputy Director of Administrator Case Review.
- e) To complete foster parent report to be submitted with court report.

28) (14) The responsibility to know the child welfare agency's appeal procedure for foster parents and the rights of foster parents under the procedure.

Cunningham is committed to providing the best possible working conditions with our foster parents. Part of this commitment to them is encouraging an open and frank atmosphere in which any problem, complaint, suggestion, or question receives a timely response from Cunningham Associate Director and Director of Community Services. Cunningham strives to ensure that foster parents understand their right to lodge a complaint and to utilize the internal appeal process. No foster parent will be treated unjustly for voicing a complaint with Cunningham in a reasonable manner or for using our appeal process. Foster parents are to first present the problem to the immediate supervisor if there is a complaint against a worker. If the supervisor is unavailable or if the conflict is between the foster parent and the supervisor they must request a meeting with the Director of Community Services and the supervisor to try to resolve the complaint/issue.

If the foster parents are still not satisfied, they are to move to the next member of the chain of authority, which would be the Director of Program Services. If the foster parent is still not satisfied, they may present the problem to the Executive Director in writing. The Chief Executive Officer (CEO) reviews and considers the problem and informs the foster parent of the decision and forwards a copy to the supervisor. The Chief Executive Officer has full authority to make any adjustment deemed appropriate to resolve the problem. The decision of the CEO is final.

Foster parents are trained that the internal appeal process cannot be used to address issues that are covered by the service appeal process or appeal processes for indicated cases of child abuse/neglect or the process for appealing licensing investigation findings or license revocations etc.

Foster parents have the responsibility to:

- a) Communicate any disagreements with staff or any conflicts to supervisor or Director of Community Services.
- b) Attend training on CCH appeal process and utilization and ask questions if unsure about the process.
- c) Know their rights as it relates to the CCH internal appeal process and their right to appeal a decision or a grievance which they feel adversely affect them. .

- d) To communicate when a decision affecting them is unjust or inequitable.
- e) Cunningham makes sure foster parents know their right to be heard, their right to appeal, their right to have nonjudgmental support through the appeal process, right to receive respect for and attention to their feelings, right to a fair and timely access to appeal process, right to be free from any retaliation because of the appeal, right for their appeal action to be confidential and will not be discussed with anyone outside of the appeal process, right to right to be provided the opportunity to discuss complaint/issue with supervisor or director and the right to go up the chain of authority if not satisfied.

29) (15) The responsibility to know and understand the importance of maintaining accurate and relevant records regarding the child's history and progress; and the responsibility to be aware of and follow the procedures and regulations of the child welfare agency with which the foster parent is licensed or affiliated.

Cunningham foster parents are trained in record keeping and are given a red binder to store all confidential information pertaining to the youth placed in their home in this binder. During intake, foster parents are instructed on the contents of the binder and it's resources and numbers to call during crises. Regulations and expectations as it relates to distribution of medication and documentation, yearly health and dental exams, school records, allowance records, clothing inventory are all explained to the foster parents during intake. Foster parents are also informed during foster/adopt pride training of their expectation to maintain accurate and current records on all foster children. Abiding by the foster parent law, CCH ensures that all foster parents are provided with information necessary for the proper care of the child in writing. Cunningham provides every foster parent with the child's history and a comprehensive mental health assessment on the youth in their care; this information is of value to them when understanding how they can better assist in servicing them. This information is also stored in the red binder. Case managers collect daily logs that records youth progress and pattern behaviors monthly. Training of the 402 Licensing Standards which specifies documentation requirements is offered along with a review of the foster parent agreement that confirms their agreement to maintain programmatic records on all youth in their care.

Foster parents have the responsibility to:

- a) Maintain records according to requirements and expectation.
- b) Document all required information as agreed upon in the Licensing Standards and the Foster Parent Agreement.
- c) Attend trainings provided on the importance of keeping records.

30) (16) The responsibility to share information, through the child welfare team, with the subsequent caregiver (whether the child's parent or another substitute caregiver) regarding the child's adjustment in the foster parent's home.

Cunningham's foster parents play a critical role in maintaining daily logs of youths documented pattern behaviors, moods, visits, education, recreational habits and interactions with peers and adults. These logs are used to help identify what triggers problems in a child and to record the circumstances under which youths behaviors occur over time. The daily logs also helps therapists and service providers separate common behaviors associated with the trauma a child has experienced from behavior related to severe emotional disturbances. Foster parents work in collaboration with CCH team and outside service provider sharing information about the youth placed in their home. Foster parents' responsibility to share information is brought up in network trainings to assure a safe and predictable environment for children in their care. Foster parents and caseworkers are trained to be full participants in planning for the youth in care. Communication and sharing of information is an important contribution to the agency and another/other caregiver. Cunningham's foster parents' involvement; having pertinent information based on their day to day knowledge of the youth is crucial.

Foster parents have the responsibility to:

- a) Share all pertinent information about youth to agency and subsequent caregivers (respite providers etc.).
- b) Attend training on why information sharing is important to the servicing of children in care.
- c) Complete daily logs to help separate problem behavior from emotional disturbances.
- d) Build healthy communication with service providers which enables a good relationship among the team.

31) (17) The responsibility to provide care and services that are respective of and responsive to the child's cultural needs and are supportive of the relationship between the child and his or her own family; the responsibility to recognize the increased importance of maintaining a child's cultural identity when the race or culture of the foster family differs from that of the foster child; and the responsibility to take action to address these issues.

Cunningham is committed to meeting and responding to every child's cultural needs. Culture and ethnicity are vital components of the assessment and service planning process here at CCH. Cunningham recognizes that relationships with ones cultural and family history, cultural identity, community and neighborhoods support religious and spiritual beliefs are essential part of the planning process for youth in our program. Internal and external resources are offered through, DCFS Module 7 training called Promoting Children's Personal and Cultural Identity in which foster parents can attend when available. DCFS also has the lending library where foster parents can obtain information on supporting children's culture. Through network trainings at Cunningham, emphasis is placed upon the foster parents' sensitivity to the foster child's cultural needs. Foster/Adopt Pride training also trains foster parents on recognizing the importance of supporting youth cultural identity which also builds self-esteem and self-worth. Cunningham also respect and support children's right to fellowship within their desired religion and the foster parents are in support of such. Foster parents' works with support from CCH staff to ensure specific needs of the child's own cultural identity are addressed in the foster home and community. Cunningham continues to abide by the federal legislation of the Inter Ethnic Placement Act which is intended to promote the best interest of the child, preventing discrimination in the placement of children.

Foster parents have the responsibility to:

- a) Meet the needs for supporting the personal identity and positive sense of self for youth placed in their home of a different race, culture or national origin.
- b) Communicate any problems raised with race, culture or national origin concerning placement.
- d) Promote a positive sense of identity, history and culture for youth placed in their home.
- e) Respect the cultural differences of youth placed in their home