THE NATIONAL CENTER FOR CHILDREN AND FAMILIES

Stronger Spirit. Stronger Community.

Foster Parent Handbook

The National Center for Children and Families

Innovative Family Connections (IFC)

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***Updated 2/12/2021**

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Introduction

Welcome to the National Center for Children and Families (NCCF) and the opportunity to make a difference in the life of children and youth who have been abused/neglected. NCCF has a proud commitment of offering the best possible foster care services to children/youth that have longstanding histories of abuse/neglect, family problems, delinquency, and behavioral and mental health issues. You bring to us a unique and rich combination of skills, intellect, and caring dedication that will help continue a quality tradition of care to youth and families in need. At the same time, you also join with an agency that seeks to stimulate and encourage your personal growth and professional opportunities.

Since 1995, NCCF has provided temporary family care for children and youth who need a stable home. Our goal is to establish a network of foster care homes, emphasizing unconditional care children/youth, while working to achieve permanency for the youth. Our ability to achieve this goal is directly dependent upon the competency and dedication of our foster parents. It is critical that foster parents understand the importance of family, are community-minded, and strive to be good role models to help positively change the lives of the children/youth in their care. In many instances, these young people have experienced tremendous disruption in their young lives because of multiple foster placements. They desperately need the opportunity to experience a stable home and loving family environment. Most important, they need to know someone will be there for them to take them to the doctor when they are sick, help them with that tricky math problem, eat dinner with them, talk to them about their day, and teach them important life skills.

NCCF designed this manual to help you as you provide foster care services for NCCF. Although you will not find every single rule, policy, or procedure spelled out here, this handbook will answer many of your immediate questions and provide a continuing source of reference during your association with us. This manual can give you the answers to those most often asked questions about what we expect from you and what you may expect of us in our combined efforts to serve our clients well. The more you learn about the NCCF, the better prepared you will be to provide a temporary safe haven to vulnerable children and youth.

Service Philosophy

NCCF believes that all children and youth deserve permanency and can succeed best in a biological, extended kin, or foster family environment. In a family environment, children/youth can learn about household rules, the give and take of daily life, family conflict resolution, and most importantly, the value of human relationships. Children/youth need human attachments that are constant, consistent, and nurturing.

Being removed from their home and coming into foster care can be very traumatic for children/youth. Our foster homes provide a safe and loving environment to recover from the trauma of removal from their family. NCCF trains our foster parents to utilize techniques to help children/youth through trauma and recovery, mental health issues, multiple placements, and medical conditions. When children/youth feel they are wanted, they are more likely to change negative behaviors and attitudes so the healing process can begin.

Why Children Are Placed in Foster Care

Children are placed in foster care either by order of a court when a child has been abused or neglected (or may be at risk of abuse or neglect) by his or her parent or someone else in the household, or because a court has determined that the child is a child in need of assistance (CINA). The court orders that the child be removed from the home and determines the length of the placement while the agency works on permanency goals with the family in the best interest of the child or children in need of assistance.

Matching and Placing Children

When placing a child in your foster home, NCCF's Placement Team seeks to find a home that best suits the child's needs. A successful match between the child and the home will make all the difference in a child's life during an extremely difficult period. Factors that NCCF considers when placing a child in your home include:

• ***Relatives*:** The first consideration before placing a child is determining if there are relatives available who would be willing to provide a safe and suitable placement for the child

• ***Previous Foster Home***: If the child was previously placed in foster care, the Placement Team will determine if it is appropriate to return to the same resource home.

• ***Placing Siblings Together*:** If the child already has sisters or brothers in foster care, NCCF will consider if the child can be placed in the same home. NCCF will always look for a placement where siblings can all live together, if appropriate. Maryland Family Law Article 5-525.2 requires that when more than one sibling is in out-of-home-placement, the siblings be placed together as long as such placement is in the child's best interest and does not conflict with a specific health or safety regulation.

• ***Religious, Cultural, and Ethnic Background**:* If religion is a factor in the child's life, NCCF will work to identify a home of the same religion be found. Cultural, ethnic, or racial background can be considered when determining the best interests of the child, but placement in a foster home will not be delayed or denied based on these factors.

• ***Native American Identity**:* The child's tribe must be notified when placing a Native American child. Consideration and compliance with the Indian Child Welfare Act (ICWA) must be assured.

• ***Neighborhood and School**:* Attempts are made to find a home in the same school district where the child is enrolled to avoid school transfers.

• ***Special Needs**:* If the child has special physical, psychological, or medical needs that require a foster home that is equipped and trained to handle them, NCCF will identify a home that is approved to care for a child with special needs.

• ***Emotional Considerations**:* If the child has specific emotional needs, NCCF will identify a foster home that would best meet those needs.

• ***Other Children in the Home**:* NCCF will consider if the placement is appropriate if other children already reside in the home (biological or foster). A foster home cannot have more than two children placed in the home if one or both have serious emotional, behavioral or psychological condition; a developmental disability or a serious medical condition.

Preparing for a Placement

The NCCF caseworker will provide you with basic information about each child to be placed in your home. This information includes:

- anticipated length of stay
- health of child and medical history/current medications if applicable
- physical and/or behavioral problems
- relationship of the child to his/her parents and siblings
- school and educational background
- visitation plan
- placement and discharge goals

The caseworker may not immediately have all the information you want, but taking the time to ask any questions that you have will be helpful. The caseworker will be sure to provide you with all information about the foster child as they receive it. Be sure to get the caseworker's telephone number. Always remember that any information you receive about the child's or family's social history is confidential. It is a requirement that you not discuss such information about a child (or family) with neighbors or friends.

Welcoming a Child into Your Home

The child who comes into your home will need to adjust to many things. Everything is new. There are new parents, perhaps new sisters and brothers, a new house, new foods, new rules and expectations, a new neighborhood, and possibly a new school. It is hard for children to leave their homes and find themselves in strange new surroundings. To deal with this, children may fantasize about the positive qualities of their own parents, their own home, and their neighborhoods. They may not want to get involved in a foster family's routine and activities out of a sense of loyalty to their own families. Outbursts of anger, aggressive language, or aggressive behavior may occur, such as cursing or slamming doors. Even if they show no emotion, many questions, fears, and anxieties about the future may fill their thoughts and dreams. The child needs your understanding, patience, and support when settling into your home.

The Responsibilities of a Foster Parent

As a foster parent, you are responsible for providing a foster child with safe, supportive, short term care, in a nurturing family setting. Below is a list of very important responsibilities:

1. Assist the NCCF social worker and other team members in the development and updates of treatment plans for children and youth placed in your home.
2. Attend treatment team meetings and in-service training sessions.
3. Keep a systematic record of the foster child's behavior and progress in targeted area on a weekly basis, at minimum.
4. Ensure that your foster child has access and transportation to medical, vision and dental appointments, carry out prescribed treatment of healthcare providers, and provide documentation of all appointments to NCCF Licensing staff.
5. Coordinate recreational, cultural, and leisure activities.
6. Monitor your foster child's school attendance, educational progress and attend parent conferences and school activities.
7. Provide transportation to all planned activities and appointments, including visits with biological family.
8. Maintain the child's medical passport and medication records of all medication administered to the foster child, dispense medication as prescribed by the treating physician, and notify the assigned social worker of any prescription or dosage changes immediately.
9. Attend and provide information at court hearings as specified in the treatment plan; attend and participate in administrative review meetings.
10. Assist the child in maintaining a positive relationship, contact and visitation with the child's biological family through ongoing communication, unless otherwise indicated by the child's treatment plan.

Foster Parent Coaching

Foster parent coaching is a strength-based approach that supports foster parents by providing the essential tools to effectively provide stability to their foster child. NCCF provides a Foster Parent Coach to foster parents who could benefit from this additional support to ensure the child's success in your home. A Coach would be assigned to you if: (1) you receive a child in your home who has been unsuccessful in their previous placement, (2) you have a child in your home that is presenting with challenges that impacting your ability to stabilize him or her in your care; (3) the child in your home is at risk of disruption; (4) you are a newly licensed foster parent who has received your first placement; (5) or if your annual performance evaluation reflects areas where growth is needed. If you are assigned a Foster Parent Coach, you will meet with your Coach on a weekly basis for a 90-day period. During those sessions, you will have an opportunity to share how the placement is progressing, establish goals that help you to best support the child in your home, and learn new tools and techniques. You will be given one on one support which results in you feeling competent and the children and youth in your home achieving and maintaining stability in your safe, nurturing home.

Foster Parent Annual Performance Evaluations

NCCF will complete a formal evaluation of all foster parents annually. This evaluation will assess the foster parents' abilities to care for the communities most vulnerable children, identify areas of strength and where further support is needed, and assess the foster parents' compliance with the agency policies and protocols. The evaluation tool is based on the Five Competency Categories of the New Generation PRIDE trauma informed model.

A. Protecting and nurturing children.
B. Meeting children's developmental needs and addressing developmental delays.
C. Supporting relationships between children and their families.
D. Connecting children to safe, nurturing relationships intended to last a lifetime.
E. Working as a member of a professional team.

The evaluation will be completed by your NCCF Social Work team. Foster parents will also provide their input by completing a self-evaluation. Foster parents who receive low ratings in any of the above mentioned categories will be required to participate in a meeting with the NCCF Directors to develop strategies for improvement, discuss additional resources for support, and identify additional trainings that may be beneficial.

In-service Training Requirements

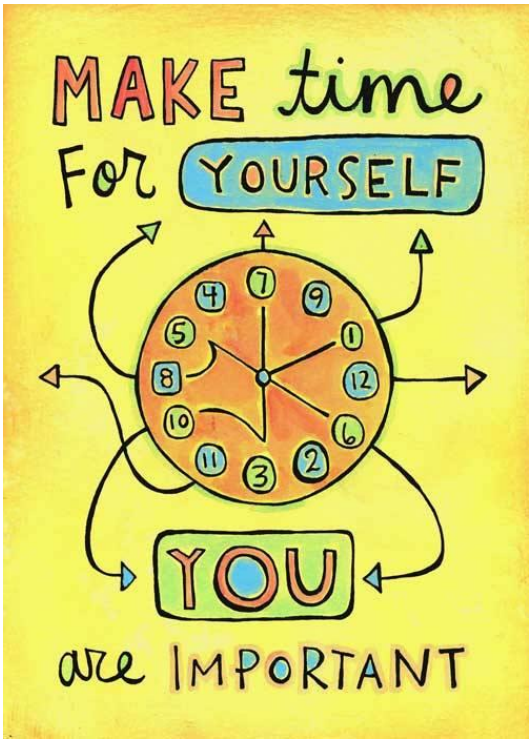
All licensed foster parents are required to complete 20 hours of in-service training each year, up to 11 of these hours per year can be completed on-line. NCCF offers trainings in a wide array of topics each month. Annual NCCF trainings on trauma, the effects of trauma and related evidence-based intervention strategies are provided to promote safe and secure healing environments for the children and youth whom we serve. By attending training on trauma- informed and trauma focused care, foster, adoptive and kinship parents will be better equipped to care for the child/youth placed in their home, and health risk behaviors that stem from unaddressed trauma may be prevented. Additional training resources include FosterParentCollege.com, nationally recognized, interactive multimedia free online training courses. Foster parents of District children can also take trainings offered free of charge by the District of Columbia's Child and Family Services Agency Child Welfare Training Academy (CWTA). For support in determining what trainings to take, foster, adoptive and kinship parents can consult with their Licensing Specialist.

Specialized Training When Caring for Teenage Parents

All foster parents who are interested in providing young mothers with structure and guidance must be licensed specifically for this placement. Foster parents must meet the requirements of Mother-Infant Foster Care (COMAR 07.05.02.08) which will be reviewed with you by the NCCF Licensing Specialist. Foster parents who are licensed to care for teenage parents are required to take an additional 6 hours of initial training that addresses providing service to a mother who is a foster child. Also, as part of the 20 hours of annual in-service training hour requirement, foster parents must complete 2 hours of training specific to the needs of this specialized population.

Board Rates

Board rates are intended to provide an incentive to foster parents for caring for a foster child. Regular board rates are paid to foster parents for providing for the safety, wellbeing and care of children in out-of-home placement, while ensuring that their social, emotional, and educational needs are also met. A Difficulty of Care incentive is paid to foster parents of District children for providing for the safety and wellbeing of the foster child, while providing a higher than usual level of care due to medical, developmental and/ or mental health problems. The higher level of care may require special training, participation in case conferences and treatment plan meetings. The caseworker will inform you of the level of care that a child requires and the corresponding board incentive. Board payment incentives are paid to NCCF foster/adoptive/kinship parents twice monthly, typically within 3 business days of the 15th and last day of each month for the number of days they provided care for a child in their home.



Respite Care

Respite is a period of rest and can be an awesome self-care tool to maintain personal balance while providing a temporary safe haven for children in foster care. It is short-term overnight care for a child in out-of-home placement that gives you an opportunity to take a break from your responsibilities for a short period. Use of respite helps to avoid disruptions of placements. Every foster parent is entitled to respite care for his or her foster child. Respite must be requested at least 2 weeks in advance of the date and must be pre-approved by the Placement Specialist. Foster parents can request two nights per month of respite care for the child placed in your home. If you provide care for children from the District of Columbia who meet the Difficulty of Care criteria and/or serve sibling groups of three or more children, respite care is available four nights per month. Respite days cannot carry over for more than 30 days. All foster parents who provide respite care receive a stipend of $38 per day for the temporary respite care that you provide. After each respite service, the respite provider must submit a Respite Form to the Program Director for payment. Failure to receive prior approval for respite will result in the respite provider not receiving the stipend payment.

Clothing and Personal Allowances

Each foster child is entitled to a regular clothing allowance which is based on the child's age and is included in the board rate received each month by foster parents. Board rates for foster children include a monthly clothing allowance of $100.00. All clothing expenses for the foster children are to come out of the monthly board rate. The foster parents should make periodic assessments of the foster child's clothing needs and if old enough the foster child can give input to determine an adequate basic wardrobe that is appropriate and fits well. Clothes must be replenished and maintained on a regular basis. Each foster child is also entitled to receive a weekly personal allowance based on the child's age which is also included in the board rate received by foster parents each month. The weekly personal allowance is $15 for youth ages 14-15, $20 for youth ages 16-17, and $25 for youth ate 18-20.

Reasonable and Prudent Parent Standard

Foster parents are required to be trained in and to apply the Reasonable and Prudent Parent Standard. This standard requires caretakers to make careful and sensible parental decisions that maintain a child's health, safety, and best interests while at the same time encouraging the child's emotional and developmental growth. The reasonable and prudent standard allows caregivers to give their foster children permission to do daily, age appropriate, activities that promote cognitive, emotional, physical and behavioral growth. In addition to providing more normalcy for the youth, the standard helps foster children make the transition to adulthood by providing necessary life skills and developmental growth. Foster parents are expected to use the standard when determining whether to allow a child in foster care to participate in extracurricular, enrichment, cultural and social activities that are generally accepted as suitable for children of the same chronological age or level of maturity, or that are determined to be developmentally-appropriate for a child, based on the cognitive, emotional, physical, and behavioral capacities.

Shared Parenting and Icebreakers

All foster parents are encouraged to develop a partnership with birth parents, which is focused on the well-being of the child. Shared parenting is a practice in which foster parents cultivate positive, supportive relationships with birth parents. These shared parenting relationships are based on trust, while keeping the safety and best interests of the child in focus. When shared parenting is implemented, the foster child is able to maintain a relationship with the birth family. Once a child is placed in your home, the caseworker will schedule an Icebreaker Meeting between the foster parents and birth parents. This meeting and ongoing communication will provide foster parents with information about the child, develop an understanding of the child's needs, provide a realistic picture of birth parent's strengths and needs, and encourage a smoother transition back into the birth parent's home.

Placement Stability

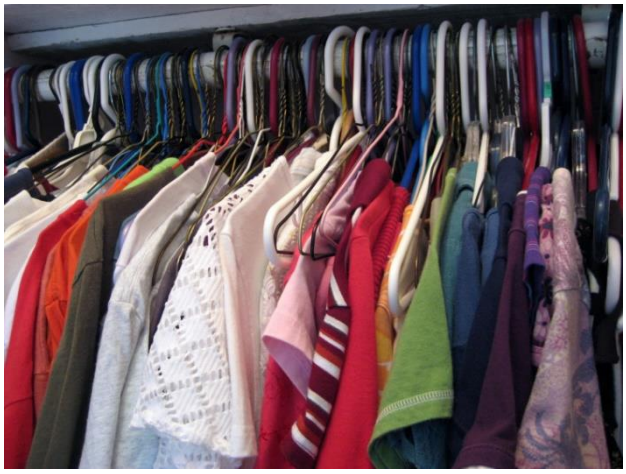
NCCF prioritizes maintaining placement stability and ensuring effective placement matches. NCCF's Placement Disruption protocol requires an Administrative meeting with the Executive Director for 2 or more placement disruptions to plan for minimizing placement moves and to avoid further child traumatization. An inability to maintain placements and or placement stability jeopardizes the foster parent home for re-licensure. Additionally, licensed foster parents who do not accept placements within a 90-day period may have their home suspended until an Administrative meeting is held to resolve this challenge or have their home officially closed. Placement stability ensures a youth has a greater chance at being successful and recovering from trauma. As such, NCCF is dedicated to supporting Foster Parents to help youth experience one placement during their time in foster care. All NCCF Foster Parents of District children will receive a Placement Stability Incentive of $1,500.00 once a youth is maintained in their home for a consecutive 12-month period.

Social and Recreational Activities

It is important for foster children to be able to participate in recreational, school, religious, and community activities if they choose. Participating in activities can help children and adolescents develop skills, build self-esteem, and gain a sense of achievement. School and religious activities may not be removed for disciplinary purposes without direct consultation with and approval of the child's caseworker. If you are considering removing other activities for disciplinary purposes, discuss the situation with the caseworker first. It is essential that a child's activities take place within a safe environment. This requires common sense and good judgment on your part plus a full appreciation of your responsibility, a concern for the protection of children in your care, and commitment to maintaining high standards of safety.

Personal Property

Any personal item such as clothing, gifts, personal hygiene supplies, toys, and electronics owned by the foster child is the personal property of the foster child. Any items brought or purchased for the foster child while placed in your foster home is the personal property of the foster child. Their possessions should be respected. When foster children leave your home, they should be given all of their personal belongings and clothing, including any gifts or personal possessions received while residing in your home. If the child leaves unexpectedly, the foster parent should collaborate with the caseworker to coordinate the return of all belongings.



Transportation

Foster parents are expected to provide transportation for the usual daily living situations and accompany foster children to their school functions, religious activities, medical visits (including mental health appointments), dental visits, treatment conferences, and court hearings. As the foster parent, **you** know the child's needs. In addition, you can be a comforting and familiar presence for the child especially during stressful appointments. Your board rate includes the cost of normal transportation. In certain instances, NCCF will provide transportation. Check with the child's caseworker for more information.

Education and School-Related Expenses

You are expected to actively participate in their foster child's education. Helping your child with homework and school projects, attending teacher conferences, joining the PTA, and participating in field trips are some of the important ways that you can get involved. You should also discuss the foster child's educational progress with the child's biological parents and encourage them to attend school meetings and events, if appropriate. NCCF expects that school expenses, such as books, activity fees, costs of field trips, school club dues, and art supplies, be deducted from the monthly board rate. The monthly clothing allowance should be used to purchase special attire for senior proms, graduation, school jewelry or pictures, and/or religious ceremonies. However, based upon request from the foster parent, NCCF may use their own discretion to provide reimbursement for expenses.

Health and Medical Care

Once a child is placed in foster care, the responsibility for the child's medical care is a shared one. Several people – the caseworker, the supervisor, the foster parents, as well as the birth parents – have a role to play in the child's medical care and treatment. Everyone involved in the placement should be aware of the child's current health, medical problems, and need for medical examination and immunization. Foster parents should always be alert to any symptoms that indicate an ill child, such as runny nose, sore throat, cough, headache, inflamed eyes, stomach ache, rash, etc. Such signs should not be ignored. Do not hesitate to consult the child's doctor.

Foster parents are expected to schedule medical appointments and escort the child. Only you will know the daily routine and individual preferences or habits of the child and be able to answer important questions from the health care provider. Be sure to share all medical documentation with the caseworker as received.

Day Care, After Care Services, Summer Camp, and Activities

Foster families may request financial assistance to cover the cost of day care, after care, summer camp and recreational activities. To request assistance, reach out to your caseworker.

Trips and Vacations

Before you can leave the State for overnight travel with a foster child, prior approval by the child's caseworker is required. The approval consists of written authorization to take the child out of State and to obtain emergency medical care, if needed. You will be required to leave a travel plan and a telephone number where you can be reached. If you have an emergency and must travel out-of-state, contact your caseworker or the supervisor to decide how to best handle the situation. Each situation must be individually evaluated and approved by NCCF.

Confidentiality

NCCF foster parents must protect confidential information regarding the foster children. Foster parents have access to confidential information about foster children and their biological families to support the child in promoting safety, well-being, and permanency. The sensitive nature of such information requires that foster parents:

(1) Maintain confidentiality of all information about the foster child and birth family during and after placement.

(2) Transmit information about the foster child or birth family only in accordance with Maryland and District law, to: NCCF, contracted agencies and their representatives, the child's parents, the child's guardian ad litem, and/or the birth parent's attorney

(3) Transmit information about the foster child or birth family as authorized by NCCF in order to provide services to the child. Services include the provision of medical, mental health, or education services.

Discipline

Setting clearly defined, age appropriate limits helps foster children develop a trusting relationship with you. Remember that many children that have been neglected or abused before being placed in your home have issues related to trust. When you need to set limits with a foster child, consider the child's background, social and emotional level of maturity. Also, what works for one child might not work for another.

You may find the following suggestions helpful:

- Both you and the foster child need to have positive open communication with each other.
- It is important to set clearly defined limits, which show the foster child you care. If the foster child's behavior goes beyond the limits set, let them know that there will be consequences. This helps the foster child understand "cause and effect".
- Make sure the child understands the reason for the disciplinary action.

In addition to being mandated by law, NCCF believes that children who have been abused (physically and sexually) and neglected, must not be subjected to corporal (physical) punishment, emotional abuse or emotional neglect in foster or adoptive homes.

Corporal punishment means the inflicting of pain or discomfort. Prohibited actions include, but are not limited to, hitting with any part of the body or with an instrument, pinching, pulling, shaking, binding a child, forcing him/her to assume an uncomfortable position, or locking him/her in a room or closet.

Emotional abuse is the ongoing emotional maltreatment of a child. It can seriously damage a child's emotional health and development. Emotional abuse can involve deliberately trying to scare, humiliate a child, isolating, or ignoring them.

Emotional neglect is the failure to provide adequate nurturing and affection to a child or the refusal or delay in ensuring that a child receives needed treatment for emotional or behavioral problems.

At times, it is very difficult for foster parents to cope with the acting out behavior of some foster children. If you need assistance, ask your caseworker for help in developing methods of discipline that will be most effective for the foster child in redirecting inappropriate behavior.

Being a Member of a Team

As a foster parent, you are a very important part of the professional team. You are critical to promoting safety, permanency and positive well-being in the life of a foster child. You will have the opportunity to, or be expected to participate in some of the following activities regarding your foster child and his or her family:

- Co-parent a foster child, mentor the birth parent, and collaborate with the caseworker and the child's parents in the permanency planning process.
- Participate in the permanency planning process, which may include family visits with the foster child and his/her biological parents or legal guardian.
- Participate in the educational process of the foster child, ensure school attendance, attend teacher conferences, and communicate educational updates and special needs to the foster child's caseworker.

You and the caseworker will develop a team relationship that benefits the child and everyone involved. To develop a positive relationship,

- Share positive information about the child, such as report card grades or achievements in sports, school activities, or church.
- Share health documentation, updated medical records from visits, and discharge information.
- Ask questions about services, community resources, foster parent groups, training activities, and other ways in which the caseworker can be helpful to you.
- If the caseworker calls you to discuss a problem, try to stay calm and listen. The more defensive you are, the less likely you will be able to hear what is being said and to respond effectively. Be aware that it may not be easy for the caseworker to make this kind of call.
- Trust that the worker has good intentions.
- When bad news needs to be communicated to a child, talk to the caseworker about who should deliver it. Sometimes it is better if both of you talk to the child at the same time.

You have a lot to contribute to the assessment of a foster child. You know the child much better than the caseworker does. To have a good working relationship, you need to keep the caseworker informed about the child's situation and achievements as well as problems. Take the initiative to call the caseworker regularly even when things are going well.

Events

Being a foster parent can be a rewarding experience but also is hard work. We at NCCF appreciate all that you continue to do for the youth in your home and we offer several appreciation events throughout the year. Every summer we host a crab feast for foster parents and youth. This casual event is fun for the family to enjoy as it includes cookout food, games for adults and children, a playground and various activities for family fun.

In the fall, foster parents are invited to our foster parent banquet. This formal event allows parents to experience an adult affair (childcare is provided) while also enjoying food, dancing and the wonderful ambiance. Star awards are given to exceptional parents at this event.

The holiday party is another event that children and parents alike enjoy. Tables filled with arts and crafts, ginger bread making stations, photo booths, pictures with Santa Claus, dancing, games and moon bounce makes this family fun event worth it.

In the spring, foster parents and staff come together for a day of training focused on enhancing skills to better serve foster children in our care. This event is called the Foster Parent Annual meeting and is mandatory for staff and foster parents to attend.

Every quarter, the Foster Parent Services Team hosts a Foster Parent Mixer which allows parents to eat, drink, meet and mingle with one another and build connections. This is an adult only affair and childcare is not provided.

Foster and Adoptive Parent Advisory Board (FAPAB)

The goal of the Foster and Adoptive Parent Advisory Board is to ensure that every child in foster care is placed in a temporary safe haven where they can thrive, be happy, and transition to safe, permanent care. The Foster and Adoptive Parent Advisory Board (FAPAB) joins with NCCF to provide a forum for hearing the voices of foster, adoptive, and kinship parents. The members are committed and dedicated to sharing their foster parent knowledge and experience to help the children and youth placed in NCCF's care. FAPAB:

(1) Supports foster, adoptive, and kinship relatives as they strive to provide a temporary safe haven for children
(2) Encourages effective partnership with birth families to prepare for the child's return home,
(3) Advocates on behalf of foster, adoptive, kinship relatives and foster children, regarding best practices and positive outcomes
(4) Ensures that the NCCF recommends and proposes to NCCF effective practices and timely solutions to challenges which prevent optimal foster parenting to highly vulnerable children and youth

FAPAB meetings are held once per month. For more information, contact the Director of Foster Parent Recruitment and Training at tsherman@nccf-cares.org.

IFC Foster Parent Resource List	
RESOURCE	**HOW TO ACCESS**
Stabilize foster care placement; reinforce positive behavior; learn information about child in care	NCCF Social Worker
Respite care to give foster parents personal time to allow for self-care	Kameko Johnson-Styles, Placement Supervisor kjohnson-styles@nccf-cares.org 240-674-3910
After hours crisis intervention for emergencies in the evenings, on weekends and holidays	On Call Center 202-631-3795.
Individual and group counseling for youth and birth families through a partnership with Maryland Family Resources, Inc.	NCCF Social Worker
Emergency transportation support	NCCF Social Worker
Activities for youth ages 14 and over that include job readiness, social skills, peer relationships, life skills, preparing for emancipation, monthly workshops	Mimi Okoh – Wellness Coordinator; mokoh@nccf-cares.org 240-743-8956
Icebreaker meetings between birth parent and foster parent to promote shared parenting	Shamaria Fahie, Triple P Supervisor, sfahie@nccf-cares.org 202-322-9850
Foster parent support groups	Foster Parent Advisory Board, Tonya Sherman, Director of Foster Parent Recruitment and Training; tsherman@nccf-cares.org , 202-674-0133
Psychiatric consultations and medication management by Dr. Holly Sikoryak. Thursday appointments	NCCF social worker
Foster Parent trainings and information regarding foster parent events	Tonya Sherman, Director of Foster Parent Recruitment and Training; tsherman@nccf-cares.org 202-674-0133
Financial support for child care, summer camps, sports, other recreational activities	NCCF Social worker
In home mobile crisis support for emergency crisis intervention and acute psychiatric assessments	CHAMPS hotline 202-481-1450
Mentoring, tutoring and educational support services	NCCF Social Worker
Adoption and guardianship support	NCCF Social Worker
Unresolved concerns	Nadezda Henderson, Administrator, nhenderson@nccf-cares.org; 202-674-3909 Krystal Holland, Administrator kholland@nccf-cares.org; 240-372-6447