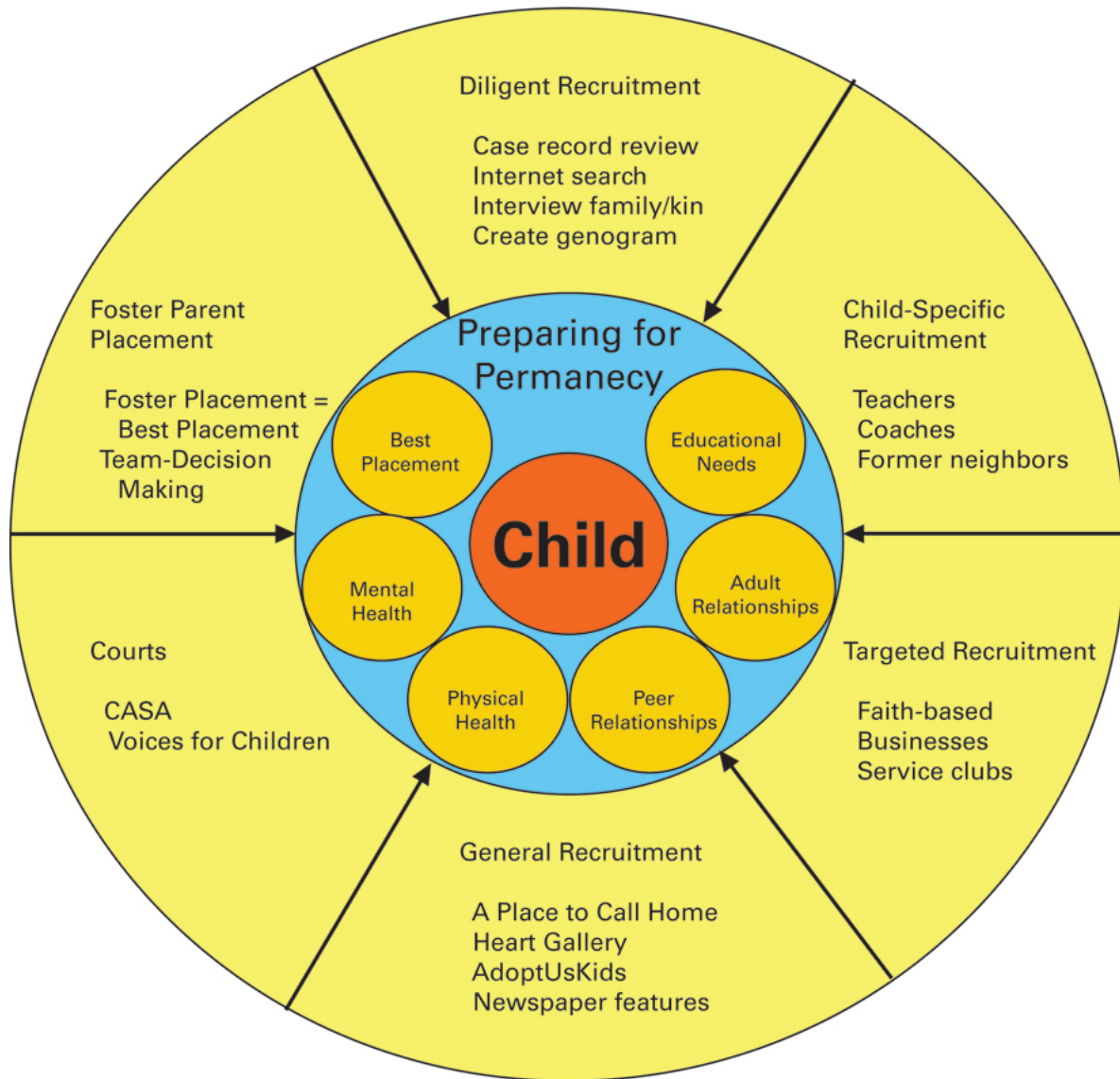


Missouri's Collaboration to Provide Permanency

The Diligent Recruitment Federal Grant

EXTREME Recruitment



Dear Extreme Recruitment Participants:

Welcome! This manual is written to help the child welfare professional understand Extreme Recruitment (ER). In the next few pages you will discover what makes the ER program innovative and exciting. You will also experience the ER process step-by-step and read testimonials from other social work professionals.

The following are just a few of the ER focus points:

- Efficient and effective weekly team meetings;
- Emphasis on diligent search of family and other connections of the child; and
- Coordination of all permanency efforts at once, including preparing the child for their forever family.

Extreme Recruitment finds permanent homes for children by creating a dynamic and vibrant team that constantly works together with urgency. Because the ER program is a true team effort, it lightens the work for the child welfare professional. Everybody shares in the weekly action steps.

So what is Extreme Recruitment? ER is a 12 to 20 week individualized recruitment effort that includes:

- Diligent searches to reconnect the youth with relatives or kin;
- General, targeted and/or child specific recruitment and support services; and
- Examination of all areas of a child's life that impact their readiness for permanency.

You will be part of a four year trial of the Extreme Recruitment program that will help create evidence-based practice in the child welfare field. By participating in ER you are a part of child welfare history. Extreme Recruitment offers a model of team practice that doesn't always occur in the child welfare system. The program represents a culture change that professionals are excited to pursue.

Thank you from Missouri Children's Division (CD), Missouri's Coalition of Children's Agencies (MCCA), Missouri Institute of Mental Health (MIMH), The Foster & Adoptive Care Coalition, and other partner agencies.



Extreme Recruitment Partners

Extreme Recruitment is funded through a Cooperative Agreement with the Department of Health and Human Services, Administration for Children and Families, Children's Bureau, Grant # 90C010391.

Thanks to all of the Extreme Recruitment Partners who are making this innovative project possible:

Missouri Children's Division

Foster & Adoptive Care Coalition

Children's Home Society

Missouri Institute of Mental Health

The Adoption Exchange

Missouri Coalition of Children's Agencies:

St. Louis Partners:

Bringing Families Together

Catholic Charities

Good Shepherd Children and Family Services

Our Little Haven

Lutheran Family and Children's Services

Children's Permanency Partnership:

Epworth Children and Family Services

Family Resource Center

Urban Behavioral Health

Youth in Need

Missouri Alliance for Children and Families:

Evangelical Children's Home

Boy's and Girl's Town of Missouri

Edgewood Children's Center

Presbyterian Children's Services

Missouri Baptist Children's Home Children and Family Ministries



Extreme Recruitment Background	5
The Extreme Recruitment Process – a 12 to 20 Week Intervention	5
Step-by-Step	5
1. Randon Assignment	6
2. Family Support Team Meeting	6
3. Extreme Recruitment Staffing	7
4. Weekly Extreme Recruitment Meetings	8
5. Closing the Extreme Recruitment Case	8
Training and Support	9
The Team – Responsibilities	9
Testimonials	11
Frequently Asked Questions	12
Appendix	13

Goal:

Better outcomes for Missouri's children by:

- (re)connecting 90% of youth with safe and appropriate adults
- creating permanency for 70% of youth

Creating an Evidence-Based Practice

Cases will be selected randomly from a dynamic Missouri Children's Division list that includes youth who are: ages ten to 18, part of a sibling group, African-American, and/or have emotional, developmental, or behavioral concerns. Generally, the parental rights of the youth have been terminated, but this is not a requirement for inclusion in Extreme Recruitment.

The ER Process – a 12 to 20 Week Intervention

Success in the Extreme Recruitment process will be measured by a number of benchmarks. Including:

- Resources and on-going supports for the youth are identified;
- Youth is (re)connected with a safe and appropriate relative/kin; and
- A permanency plan has been approved by the team on or before the final team meeting. (Thirty percent of cases may not achieve permanency, although identifying a permanent placement is the goal of ER.)

The step-by-step process of Extreme Recruitment is outlined below:

Step-by-Step

1. Random Assignment
2. FST – team meeting
3. Initial ER staffing
4. Weekly ER Meetings
5. Closing the ER Case

1. Random Assignment

In order for this project to establish Extreme Recruitment as an evidence-based practice, ER cases will be randomly assigned. Assignment occurs at the CD State Office level. 150 youth will receive Extreme Recruitment intervention and 150 youth will receive services as usual. The same data will be collected from both groups on the same schedule and evaluated by MIMH.

Children’s Division has created a dynamic list of children that meet the criteria listed below. Cases will be selected from this group and will either enter the control group (non ER cases) or an intervention group (ER cases).

Inclusion/Selection Criteria

- At least 10 years old
- Receiving child welfare services for at least 15 months
- Reside in either St. Louis City, St. Louis County, St. Charles County, or Jefferson County

Exclusion Criteria

- A specific identified guardian or adoptive parent has already been named for the youth and a permanency hearing is set
- The youth is not living within 100 miles of the St. Louis Metro area
- A reunification date has been established
- The Children’s Division case is closed
- Youth is incarcerated
- Youth is on the run and his/her whereabouts are unknown

2. Family Support Team Meeting

After the random assignment is completed, a Family Support Team (FST) meeting is held to determine if Extreme Recruitment will be employed for a particular youth. All team members — including the case manager, case manager’s supervisor, adoption recruiter, adoption recruiter’s supervisor, Court Appointed Special Advocate (CASA), court representatives (guardian ad litem and deputy juvenile officer), Extreme Recruiter, current placement provider, and the therapist—are invited to attend. Other team members to be invited may include: program manager, residential staff, and/or community partners (i.e., a mentor, teacher, or pastor).

If the child has a therapist, it is important to directly involve him/her with the ER process. Preparing the youth for permanency, regardless of it being with kin or a “stranger,” is best done in a therapeutic context. Involving the therapist in ER is essential to ensure a deliberate treatment plan focused on permanency issues.



At the Family Support Team meeting, the Extreme Recruitment purpose, procedures, and philosophy are explained. The goal is to create a system of supportive adults for 90% of the youth and achieve permanency for 70% of youth. Weekly 30-minute meetings are held for 12 to 20 weeks, focusing on preparing youth for adoption and recruitment activities. The case manager's supervisor and/or program manager's commitment to attend these weekly meetings is essential.

While recent experience shows that most FST attendees are excited to participate in this innovative approach, there may be some concerns, especially related to diligent search for relatives and kin. At each meeting, the team agrees which family members will be investigated or contacted.

3. Extreme Recruitment Staffing

The Extreme Recruitment staffing sets the tone for the entire 12 to 20 week process. The purpose of the staffing is to explore the ER philosophy, gather basic information about the youth, create a proactive team approach to preparing the youth for permanency, and engage all available recruitment tools. The Extreme Recruiter is also officially assigned.

The meeting lasts for one and a half hours (subsequent meetings will be 30-minutes long), and has two distinct parts: the staffing and development of the Weekly Action Plan. The purpose of the staffing is to share information about the youth among the team, and increase the sense of urgency about getting the youth to permanency. The staffing will be led by an individual trained in facilitation of the Extreme Recruitment staffing model, generally a Coalition staff member.

The staffing session lasts for 1 hour. Information covered includes: the child's name, age, gender, ethnicity, number of years in foster care, number of placements, safety concerns, psychological profile, and developmental issues.

The presentation examines:

- The number of known family members;
- Permanent placement options;
- The child's strengths and unmet needs; and
- Projection of what will happen to the child in five years under current placement strategies.

Typically, the staffing process creates a sense of urgency among the team members and motivates them to take collective action.

During the final 30-minutes of the initial meeting, the team dives into tasks to prepare the child to find permanency. The Extreme Recruitment Weekly Action Plan is distributed. The discussion focuses on both strategies for preparing the youth for permanency (best placement options, mental and physical health needs, peer and adult relationships, and educational needs), and recruitment strategies (relatives, child-specific recruitment, targeted recruitment, and general recruitment).

4. Weekly Extreme Recruitment Meetings

All team members continue to meet weekly for the next 12 to 20 weeks. At each meeting, the Weekly Action Plan is reviewed for progress. Generally 70% of tasks are completed and 30% are continued to the following week.

Each individual team member is encouraged to complete their tasks within one week. As a result, Extreme Recruitment usually produces immediate benefits for the youth (e.g., reconnection with a relative, decrease in negative behaviors, better school experience).

One of the most important tasks for the first week is to have the Extreme Recruiter review the youth's case file to find names of relatives/kin and to make copies of documents needed to achieve permanency.

Although the team may discover a few relatives in the first weeks, the diligent search for relatives does not stop until at least 40 relatives are identified. The investigator plays a key role throughout the weekly team meetings. With experience in the law enforcement field and access to court databases, the investigator enhances our ability to turn names of relatives into actual contacts. Through the use of databases, websites, and general detective skills, the investigator is able to track down and talk with an expanded number of relatives.

5. Closing the Extreme Recruitment Case

The Extreme Recruitment case ends after 12-20 weeks, when the youth has been reconnected with a relative/kin, and/or a permanency plan has been approved by the team. Before the Extreme Recruiter steps out, the Roadmap to Permanency and Supports checklists must be completed. The Children's Home Society is also involved at this point to assist in identifying and provide additional supports for the child and family.

The Roadmap to Permanency ensures there is a plan in place to guide the team to the finalization of the adoption or guardianship. It includes preparing the youth for permanency, preparing the resource family for permanency, completing the Kinship packet/PRIDE application, licensing, placement, and permanency. The Supports checklist goes deeper into preparing the resource family for permanency by listing

common community and formal supports, as well as identifying natural supports that may help out in various situations.

Training and Support

Children's Home Society (CHS) is an integral partner in the diligent recruitment grant. The additional considerations relative/kin face can at times create barriers in the permanency process. CHS will assist the team in developing the Roadmap to Permanency as they move closer to identifying a potential resource for a youth.

Supporting the family to provide care for the youth begins with establishing a strong foundation of training. CHS has enhanced the STARS for the Caregiver that Knows the Child curriculum and will provide the training to all families identified through the Extreme Recruitment program.

On-going counseling and support groups will also be provided as needed by the Children's Home Society.

The Team – Responsibilities

The Extreme Recruitment team is the most dynamic part of the program. Bringing the team together every week can be a very powerful tool that can:

- Share workload/tasks;
- Promote a sense of urgency and expedite permanency;
- Produce results;
- Take advantage of different viewpoints and opinions of the team; and
- Identify barriers early and collectively work to resolve them quickly.

Many team members will have frequent contact with the child. The Extreme Recruiter is required to have at least one meeting with the child. The team will decide the level of involvement of the child in the ER process.

You might be wondering: "What is expected of me in my role as an Extreme Recruitment team member?" Some expectations are universal to all members of the team:

- With all actions, the safety of the child is paramount;
- Attend weekly meetings;
- Active participation in meetings;
- Open to philosophy of diligent search and adoption;
- Complete agreed upon tasks; and
- Communicate openly with other team members.



Some example tasks a team member would be asked to complete are:

Caseworker/Supervisor:

Set up psychiatric evaluation;

Handle child specific questions and communication;

Manage team communication with foster parent;

Approve visits with the child by team members; and/or

Make referral for potential resources into STARS, Spaulding or Kinship Training.

Please note: The case manager supervisor should be present at weekly meetings in order to be aware of the process and support the case worker.

Adoption Worker/ Supervisors

Submit referrals for adoption recruitment;

Engage with family members if guardianship or adoption is the plan;

Submit Interstate Compact on the Placement of Children (ICPC) paperwork;

Coordinate homes studies.

DJO/GAL

Run background checks on a family member;

Help team gain access to closed parent file for genological research; and/or

Review a court file.

Therapist

The therapist should have knowledge about and be actively engaged in ER process;

Advise team on impact of contact with family members; and/or

Help address both family and adoption issues with child.

Extreme Recruiter

Review case file/court file of the child for diligent search information;

Gather names, phone numbers, and background information on relatives;

Supply team with genogram updates;

Manage team e-mails and contacts (compile contact information from team.);

Manage weekly task lists and communication of tasks to team members;

Keep a current "people finder" log;

Engage family members;

Support team members in reaching identified goals; and/or

Facilitate process to ensure needs in all areas impacting permanency (mental/physical health, peer relationships, etc.).

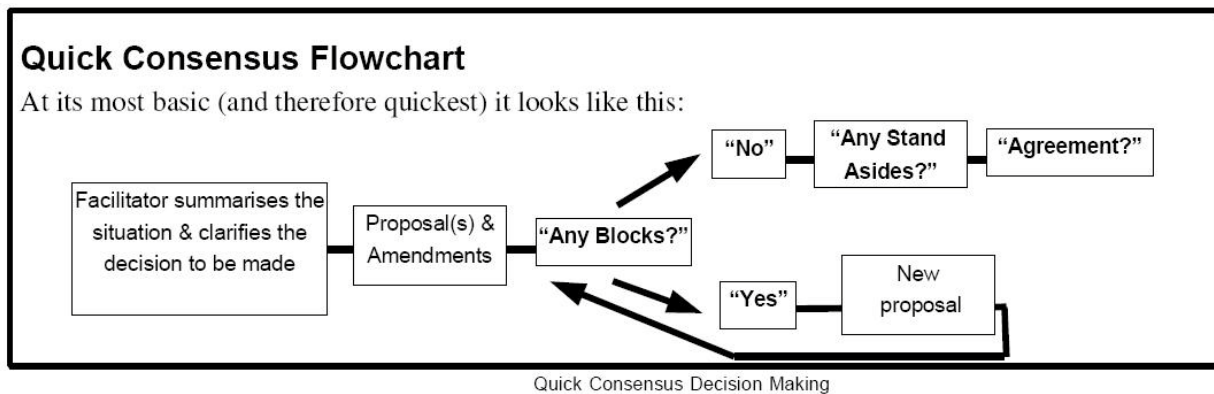
Investigator

Work with team to find and contact/engage family members; and/or

Use public records as well as court records to help locate family members.

Consensus & Decision Making in ER Meetings

In Extreme Recruitment, a model for group decision making is essential. This “Quick Consensus Flowchart” explains the way decisions are made during ER meetings. Each member of the team has an equal say in the decision making process. If any member is not comfortable with a proposal, they can block. A block stops the proposal and the team will reevaluate, amend and resubmit. This process can be done verbally. It is important that each team member uses their blocks only when needed. Team members may also ‘stand aside’, indicating that they do not approve but will allow the decision to move forward.



Testimonials

“I think it is a great service to our kids, and in my experience, it has really helped with not only finding family, but also in getting them involved. It is also really great that the tasks get assigned to all team members, so the case manager doesn't have to do everything. I think that is what makes it work so well. I think in *Johnny's* situation, it has really helped to give him some hope.”

- Adoption Worker

“Extreme Recruitment has been a very positive thing for children in foster care waiting to be adopted. ER not only helps locate possible adoptive resource for children but also prepares a child for adoption. Because of ER, the team meets on a weekly basis to ensure that all of child's medical, mental health and educational needs are being met. I have had older teenager (who had little hope of having forever family/permanency) placed with relatives for adoption because of ER.”

-Adoption Worker

"Because of Extreme Recruitment, many of my children have achieved permanency instead of aging out of system. The workers are just great and very professional. They truly and genuinely care for children and their well being. I wish all children waiting adoption could benefit from this unique program".

-Adoption Worker

"I have had the opportunity to participate in the Extreme Recruitment process for a child on my case load and have found this experience to be truly amazing, very effective, and incredibly exciting. This child has grown up in foster care his entire life and has had little knowledge of his biological family. However, thanks to the Extreme Recruitment process, he has been able to reconnect with his family and he has begun learning about his roots. This process has given this child a chance to get some questions answered and an opportunity to begin to heal. As a foster care case manager, this process has taught me so much about the desire for children in foster care to know where they come from and the importance for children in foster care to have some sort of connection with their biological family. The Extreme Recruitment process has been an awesome experience for this child and for all of us who work with this child. I highly recommend this process for any child in foster care."

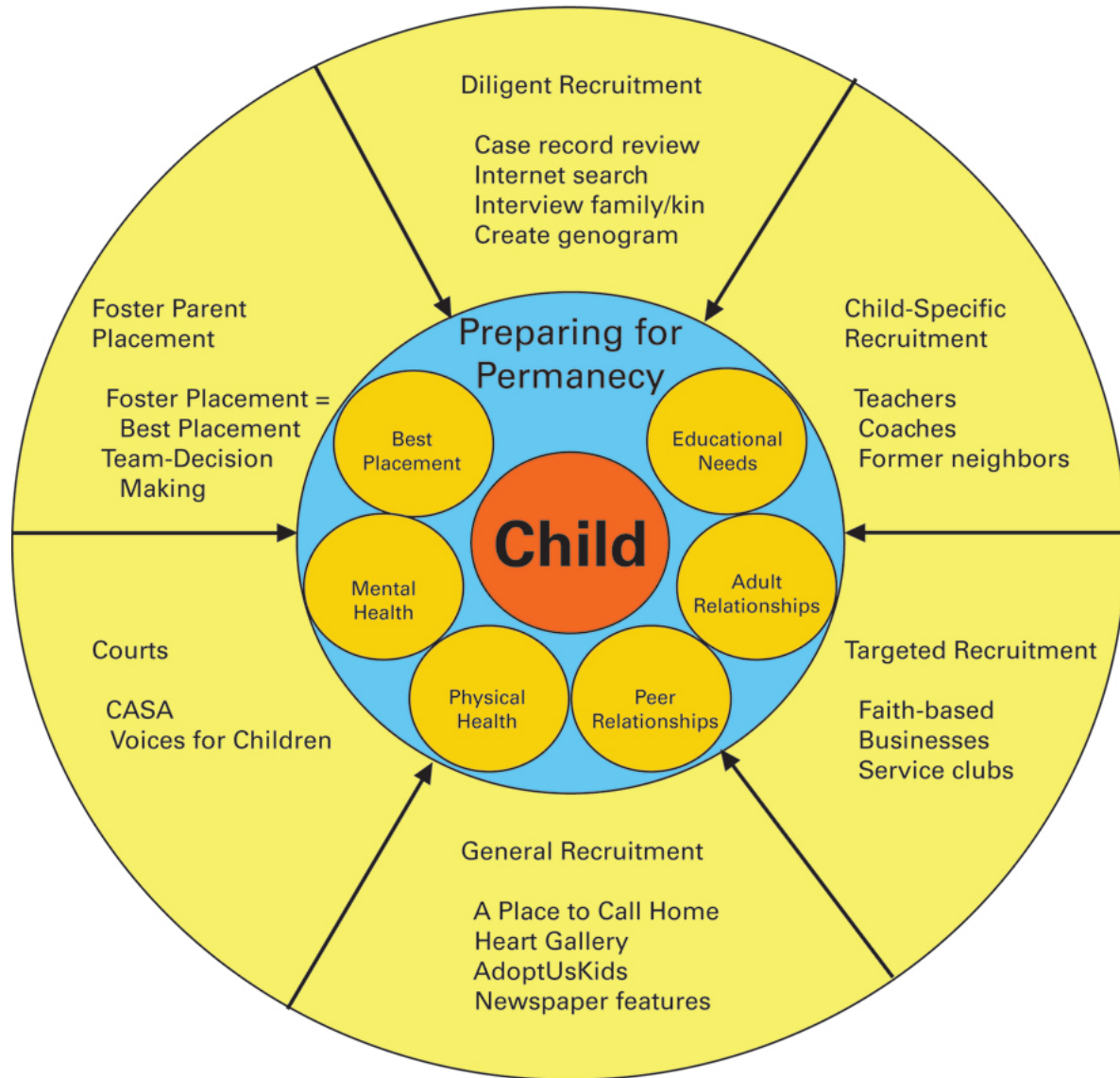
-Foster Care Case Manager

Frequently Asked Questions

1. **Who is contacted in Diligent Search?** Only those family members identified and agreed upon by the team.
2. **What information is given to the relatives?** No identifying information about the child/youth is provided to the family, unless the team decides otherwise.
3. **What is the purpose of contacting relatives?** The purpose contacting family members is to gather more information, engage and assess relatives' appropriateness and willingness to help the child/youth.
4. **What is told to the child/youth?** No information about Diligent Search is shared with the child until, and only if, there is a solid reconnection or permanency/support plan in place that the family and professional team have agreed upon. The inclusion of the child in the process is contingent on the team's approval, and generally does not take place until later stages of the case.
5. **What if a team member is unable to attend a meeting?** Meeting attendance is crucial to the process. However, sometimes team members are unable to make it to a meeting. Team members can call into meetings or ask to be updated on the week's tasks. If unable to make the meeting, absent team members should communicate the status of their task completion to a team member who will be at the meeting.
6. **What if we have already looked to family and no one is available/capable?** If a Diligent Search has been completed and no family members were viable placements or visiting recourses, the team will revisit known relatives to see if the situation has changed, or if they can give names of other family members. The team will also concentrate on a permanency plan that involves outside supports and stranger placements.

ATTACHMENT A

EXTREME → Recruitment



ATTACHMENT B

Concurrent Recruitment List

List the date when you engaged in the following recruitment activities during the last 12 months.

General Recruitment (public recruitment)

- _____ Online video profile
- _____ Wednesday’s Child
- _____ Heart Gallery
- _____ AdoptUSKids
- _____ Newspaper feature
- _____ Other: _____
- _____ Other: _____

Targeted Recruitment (focused on a specific constituency)

- _____ Faith-based (i.e., One Church, One Child)
- _____ Businesses
- _____ Service clubs (Kiwanis, Optimists, etc.)
- _____ Support groups or agencies that match the child’s needs (autism, etc.)
- _____ Other: _____
- _____ Other: _____

Child-Specific Recruitment (reaching out to the child’s natural network)

COMMUNITY CONNECTIONS

- _____ Teachers
- _____ Coaches
- _____ Former neighbors
- _____ Other: _____
- _____ Other: _____

FOSTER PARENT

- _____ Current foster parent
- _____ Former foster parent
- _____ Adoptive parent of sibling
- _____ Other: _____
- _____ Other: _____

COURTS (recruitment efforts)

- _____ CASA
- _____ Other: _____

_____ Other: _____

Diligent Search (*i.e., family finding*)

- _____ Review Child Protective Services (CPS) file
- _____ Review court file
- _____ Review closed files
- _____ Develop genogram
- _____ Conduct internet search
- _____ Interview family/kin

ATTACHMENT C

Preparing Youth and Relative to Meet

Use the following statements.

Message to the youth:

- Through new ways of finding people that weren't available before, we found one of your relatives.
- Your relative didn't know how to find you.
- The only expectation we have for today's visit is to introduce you to your relative. This will be a time for you to ask questions, but remember your relative might not know the answers (i.e. where is your birth parent?).
- If you are uncomfortable in the visit and want the visit to end, just tell anyone of your team members (you won't be left alone in the visit).
- You can tell your relative that you live in a foster home, but do not tell them the phone number or address. If you want to visit with your relative again, your team will schedule the visit.
- It is natural and okay to have a lot of different feelings (happy, sad, angry) after you meet your relative – your team is here to help you.

Message to the relative(s):

- The team is happy you have taken the step of wanting to meet the youth, and we know it may be overwhelming. For your comfort level and for the youth's comfort, the team will be supervising the visit.
- For the youth's well-being, it is important that the process be slow and that we make no promises to the youth.
- The visit is an opportunity for you to reconnect with the youth. Again, for the youth's well-being share limited information as not to overwhelm the youth.
- The youth may feel confused or angry – do not take it personally. The youth may also be very excited and may talk about the future with you – just take one step at a time and make no promises. Remember, the youth has been in foster care for years and has had a lot of losses and disappointments.
- We request that you not ask the youth for information such as their phone number or address.
- We know that meeting the youth can be overwhelming and that you might not be sure of the next step to take, we will help you in this process. We just ask that you be honest with the team – if you can not make the commitment of staying connected with the youth we ask that you let us know so we can address it with the youth.
- If you're not sure if you should answer a specific question the youth may ask you, let the youth know you'll try to find the answer out for them.

ATTACHMENT E**Supporting Documents for Permanency***Check as items are collected.*

- Face sheet
 - Child's name, date of birth
 - Current placement
 - Case manager
 - Guardian Ad Litem (GAL)
 - Deputy Juvenile Officer
 - CASA
 - Adoption worker
- Child assessment and service plan
- Placement history
- Psychological evaluation (current)
- Psychiatric evaluation/notes (if applicable)
- IEP / school reports
- Therapy report / notes
- Strength-based adoption profile (long)
- Family / natural supports contact information
- Court order (most recent)
- Birth certificate (copy)
- Social security card (copy)
- Medicaid / health insurance card (copy)

ATTACHMENT F

Diligent Search Checklist

Check as items are completed.

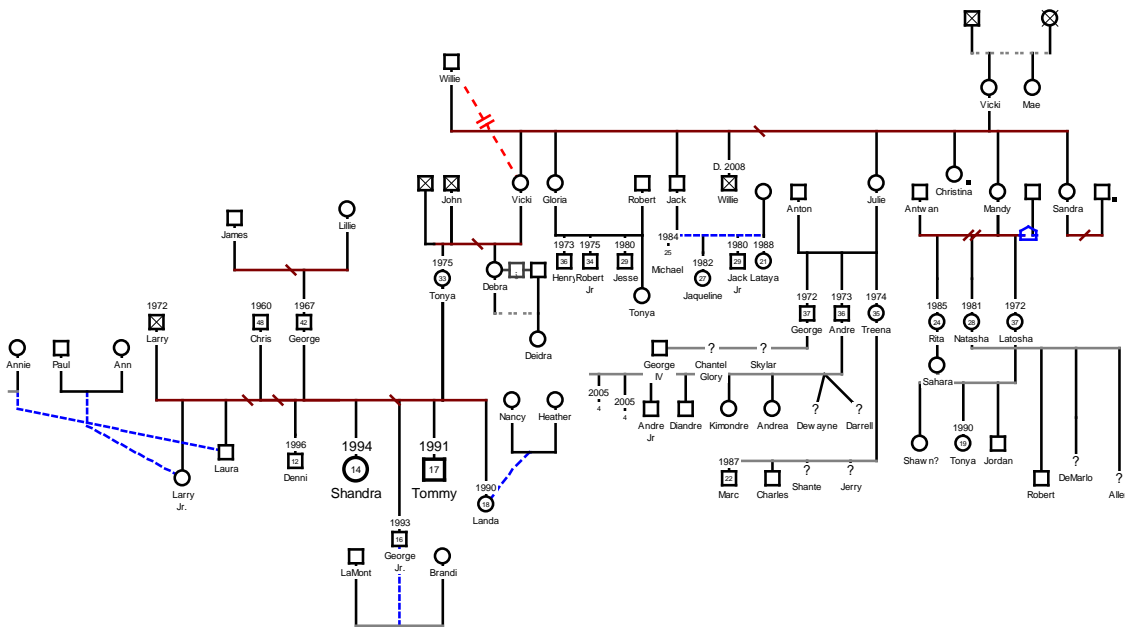
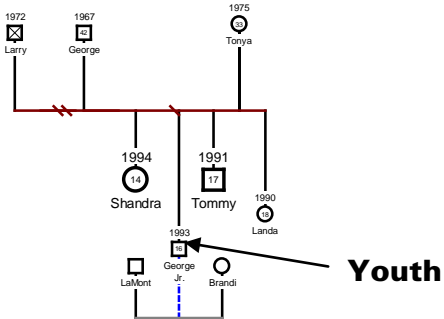
- Review court and social files for names, dates of birth, social security numbers, and addresses of family members/contact persons.
- Interview known family members.
- Search **Justice Information System** database to verify identity, current/last address and informal record check (criminal history / mug shots), law enforcement reports/incidents.
- Search **Vinelink** database about status of offenders. www.vinelink.com
- Search **Bureau of Prisons** <http://www.bop.gov> to locate an inmate
- Search **Department of Motor Vehicles**. Useful to verify addresses, date of births and social security numbers.
- Search **Department of Revenue** to determine property ownership.
- Child Abuse and Neglect** Screening.
- Search **Child Protective Services** case record system for other siblings in alternative care.
- Search **Income Maintenance** (welfare) as a way to find a current address.
- Search the **Putative Father Registry**.
- Conduct search of public sites (i.e. publicrecordsnow.com, gumshoe.com, ussearch.com, whitepages.com) for additional information.
- If a birth or death certificate is needed to gather or confirm information on parents request documents from **Vital Records Department**.
- Other: _____
- Other: _____



ATTACHMENT G

Genogram Examples

Before Diligent Search



After Diligent Search

The Adoption Exchange
Connecting Children and Families Since 1983

CHILDREN'S HOME SOCIETY
OF MISSOURI

FOSTER & ADOPTIVE CARE COALITION
FOR EVERY CHILD... A PLACE TO CALL HOME!

mcca
together for children

Missouri Department of
SOCIAL SERVICES
Your Potential. Our Support.

CHILDREN'S DIVISION
Prevention • Partnership • Protection

Missouri Institute
of Mental Health

Funded through a Cooperative Agreement with the Department of Health and Human Services,
Administration for Children and Families, Children's Bureau, Grant # 90C010391.

ATTACHMENT H

Roadmap to Permanency

Fill in date when item is completed (or will be completed) and by whom.

Youth is prepared for permanency

- _____ Permanency has been thoroughly explored with the youth, therapeutically if necessary.
Person responsible _____
- _____ Unsupervised visits with the identified resource family are underway.
Person responsible _____
- _____ Youth's current educational issues have been addressed.
Person responsible _____
- _____ Youth's new school has been identified.
Person responsible _____
- _____ Youth's mental health issues have been addressed.
Person responsible _____
- _____ Youth and resource family are receiving family therapy in advance of placement.
Person responsible _____
- _____ Other: _____
Person responsible _____
- _____ Other: _____
Person responsible _____

Resource family is prepared for permanency

- _____ Family understands youth's history and needs.
Person responsible _____
- _____ Family understands available resources and formal post-permanency supports.
Person responsible _____
- _____ Family has been referred for licensure.
Person responsible _____
- _____ Barriers to permanency have been identified and a plan for resolution is in place.
Person responsible _____
- _____ Natural and formal supports checklist has been completed.
Person responsible _____
- _____ Summer/non-school hour safety/supervision plan has been completed.
Person responsible _____
- _____ Other: _____
Person responsible _____
- _____ Other: _____
Person responsible _____

Kinship packet/PRIDE application completed

- _____ Home safety checklist
Person responsible _____
- _____ Child abuse/neglect background check
Person responsible _____

- _____ Criminal background check (finger prints)
Person responsible _____
- _____ Personal references
Person responsible _____
- _____ Physical health statement
Person responsible _____
- _____ Proof of car insurance
Person responsible _____
- _____ School references (if children are in the home)
Person responsible _____

Licensing completed

- Pre-service training
 - _____ Enrolled
Person responsible _____
 - _____ Completed
Person responsible _____
- Behavioral modification training
 - _____ Enrolled
Person responsible _____
 - _____ Completed
Person responsible _____
- CPR certificate
 - _____ Enrolled
Person responsible _____
 - _____ Completed
Person responsible _____
- Home Study
 - _____ Started
Person responsible _____
 - _____ Completed
Person responsible _____

Placement completed

- _____ Supervised visits
Person responsible _____
- _____ Unsupervised visits
Person responsible _____

_____ Placement
Person responsible _____

Permanency completed

_____ Natural, formal, and community supports in place (complete checklist)
Person responsible _____

_____ Met with adoption attorney
Person responsible _____

_____ Adoption hearing scheduled
Person responsible _____

_____ Subsidy approved
Person responsible _____

_____ Adoption hearing held
Person responsible _____

ATTACHMENT I

Supports

Fill in date when item is confirmed and person who will provide the support.

Natural Supports

- _____ Planned respite care
 Person: _____
- _____ Emergency respite care
 Person: _____
- _____ Mentor for child
 Person: _____
- _____ Transportation to
 School: _____ Person: _____
 Doctor/dentist: _____ Person: _____
 Therapist: _____ Person: _____
- _____ Backup adoption/guardianship plan
 Person: _____
 Person: _____
 Person: _____
- _____ Parental emotional support
 Person: _____
 Person: _____
 Person: _____
- _____ Summer/non-school hour safety/supervision plan
 Person/activity: _____
 Person/activity: _____
 Person/activity: _____

Formal supports

- _____ Subsidy
- _____ Respite care
- _____ Department of Mental Health
- _____ Supplemental Security Income (SSI)
- _____ Intensive in home services
- _____ Daycare
- _____ Other: _____
- _____ Other: _____

Community supports

- _____ YWCA (Sexual abuse) (www.ywca.org)
- _____ Big Brothers, Big Sisters (www.bbbsa.org)
- _____ Learning Disabilities Association (www.ldantl.org)



_____ National Alliance of Mental Illness (www.nami.org)
_____ Vocational Rehabilitation (Check individual state government *website*)
_____ Other: _____
_____ Other: _____

ATTACHMENT J**Extreme Recruitment
Top 10 List**

10. No linear thinking: We try ALL recruitment tools at once. General recruitment is reactive; Extreme Recruitment is proactive.
9. Get out from behind the desk! Diligent search is done in the field, talking to relatives. It is not done in front of a computer.
8. Don't take no for an answer. Teenagers may say that they don't want to be adopted. Although they may not want to be adopted by a stranger, they DO want to be reconnected with their biological family. Youth never stop longing to get back to their birth families.
7. The number of strangers we can recruit is finite; the number of relatives we can recruit is infinite. The average American has 300 living relatives.
6. Biological family is more likely to adopt kids with the toughest challenges. They can provide love without conditions much more readily than strangers.
5. Weekly meetings are necessary. Too much happens with Extreme Recruitment from week to week. If not, then the team is not trying hard enough.
4. Consensus drives Extreme Recruitment, not 100% agreement. Hear everyone's viewpoint. If unanimous agreement is not reachable, go with the majority.
3. Pay attention to educational issues. The youth and their pre-adoptive family have enough on their plate. Get the youth's educational concerns taken care of BEFORE the child is placed.
2. Build trust with the family. The youth's biological family has suffered incredible loss and grief. Honor it. Apologize to the family for the hurt that the child welfare system has caused.
1. It's not just about permanency; it's about identity. Long-term foster care strips youth of their identity. Extreme Recruitment gives it back.