

S-252 RECRUITMENT OF FOSTER FAMILIES



In this document, the non implicit gender applies to both men and women.

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(FA-03)

Policy

Valoris must have a sufficient number of foster families available to care for children and adolescents in need of a substitute family environment.

Although all staff members may contribute to the recruitment of new foster families, the Residential Services Sector is primarily responsible for recruitment. The Supervisors in question must prepare an annual plan for continuous recruitment.

During recruitment activities or on other occasions, Valoris advises the general public or specific groups of the needs of children and adolescents in care, the vital role of foster parents, and the continual need for new foster families. Research shows that parents who become foster parents had been thinking about it for several years; it is therefore important to maintain their interest via regular information on family placement.

Recruitment activities convey rewarding and positive messages about children and adolescents in care and foster families. We must value the foster family by letting the community know of their vital contribution toward children and adolescents in their community.

The Residential Services sector will be allowed an annual budget for their recruitment activities.

Procedure

1. Recrutement activities

Recruitment activities may include:

- Recruitment campaigns for foster family through the media (radio, newspaper, television);
- General orientation sessions in targeted communities;
- Publication of press releases, reports or interviews;
- Meetings with social groups or community organizations;
- Distribution of flyers and presentation at information stands during local events;
- Specific recruitment activities for one child, adolescent or adult or category of children, adolescents or adults.

Foster parents and their children, children and adolescents in care and staff members are all invited to participate in recruitment activities for new foster families. Foster parents

themselves provide the best recommendations regarding the needs of children and adolescents in care, as well as the needs and the role of foster parents.

2. Foster Family Register

A register of available foster families is maintained to date by the Residential Services Sector, thereby allowing a better estimate of the number and type of foster families required, as well as the needs in a particular region or the needs as determined by the characteristics of the children, and adolescents (age, sex, language, special needs).

3. Notice to Residential Services Sector

Staff members responsible for recruitment must advise the Residential Services supervisors when they organize a formal recruitment campaign, as the volume of requests may rise during this period.

Intake staff members receive the necessary information, allowing them to better respond to inquiries about the selection, training and evaluation processes for foster families.

Definitions, annexes and references

Definition

Parents: The term "parents" includes biological and adoptive parents, stepfathers, stepmothers and any other person who is responsible for a child before Valoris intervenes.

Reference

- Ministry requirements
R.R.O. 1990, Regulation 70, article 116, (2) (b)
Every licensee shall develop procedures for the recruitment, screening and selection of foster parents.